



THRIVECHURCH

CODE OF CONDUCT

This Policy applies to all employees, pastors and volunteers of Thrive Church. The way you behave reflects your commitment to the values of Thrive Church. The Code is supported by other organisational policies and procedures that will be referenced in the standards. You are encouraged to consult these documents for further detail.

OUR STANDARD OF CONDUCT

1. Stay Connected

- Make every effort to maintain a strong personal relationship with God.
- Attend weekend gatherings regularly.

2. Be Faithful

- Endeavour to live a life of good character, being faithful in marriage and living free of substance abuse.
- Minister in accordance with the stated mission, vision, values and core beliefs of Thrive church.
- Endeavour to pray regularly for the church, its leadership and the people to whom you minister.
- Be faithful to roster and ministry commitments, training requirements, team meetings and policy requirements.

3. Be a Grower

- Endeavour to grow through personal issues that may affect your ability to lead and relate to others
- Be teachable and accountable to leadership and others
- Endeavour to deal with personal issues that may affect your ability to lead others.
- Follow the correct channels to resolve issues, speak up if struggling or needing help and be upfront about issues relating to conflicts of interest.

4. Bring Honour

- Conduct yourself in a way that sets a good example for others and represents the church and Christ well both inside and outside church programs.

- Do not initiate or become involved in a relationship of a sexual or inappropriate nature with any person to whom you are not married (inappropriate nature means a level of contact and intimacy with a person that goes beyond the bounds of friendship).
- It is not acceptable for a volunteer or employee to be the perpetrator of verbal, emotional, physical or sexual abuse/harassment.
- Volunteers and employees are expected to treat all persons with dignity and respect regardless of age, sex, religious affiliation, sexual orientation or personal circumstances
- Volunteers and employees are not to engage in any illegal activity or assist persons engaged in illegal activities
- Speak well of the church, its leadership, and congregation members.
- Be a co-operative team member and follow directions given by the Ministry Leaders and/or Pastor (except in the situation where their directions were to directly contradict stated our policies).

4. Be a Leader of Integrity

- Make every effort to be aware of and abide by the policy, protocols and procedures that govern the operations of Safe Ministry at Thrive Church.
- Carry out the responsibilities of your ministry role with integrity.

5. Ministry Representation

- Any public comment made by volunteers and employees made through any form of media, must be communicated in such a way that it is clear that is made in their private capacity unless otherwise authorised to do so.
- Outside of the established ministry activities, you should maintain accountability for your interactions with others that may be perceived as 'church' related or endorsed. Specifically this requires you to abide by the following:
- Do not organise any 'official' church event, activity or outing without prior approval from the appropriate source (*This is usually a pastor*)
- Except in the case of parents arranging activities for their children & their friends, do not organise any unofficial children's or young person's event, activity or outing involving children without consultation with the children's or youth ministry leader or pastor

6. Abide by the following policies

- Child Safe Policy
- Privacy Policy
- Covid safe Policy
- Workplace Policies (applicable to employees)

Code of Conduct with Children and young people (under 18)

Take responsibility and the initiative where and when appropriate to ensure that children and young people are both valued and protected while in your care.

Appropriate behaviour

- Do not meet with a child or young person other than your own child(ren) in an unsupervised (non-public) context, including transport arrangements.
- Avoid 'special' relationships or favouritism with children or young people.
- Don't give personal gifts or invitations without consultation with the children's ministry leader and parental consent.
- Value a child's expressions of affection but keep your responses appropriate.
- Respect parents/guardians and their role as primary carers for their children.
- Avoid usurping their authority in ministry situations.

Appropriate Physical Contact includes:

- Keeping all interactions public
- Allowing children to initiate expressions of affection but discourage any display of affection that is inappropriate, given the age and maturity of the child.
- Responding appropriately to expressions of affection initiated by others by limiting touch to safe zones of upper arms, shoulders and to commonly accept public expressions of friendship.
- Do not Humiliate, ridicule, threaten, or degrade children and/or youth

In addition:

- DO Not Provide alcohol or tobacco to a child or young person
- Do NOT provide a child/young person with any drug not prescribed by a physician and authorised by a parent (documentation required)
- Immediately report to your ministry leader or the senior pastor any and all:
- Suspicious behaviour
- Conduct that may place a child or young person at risk of harm
- Disclosure or awareness of inappropriate behaviour or abuse of a child / young person.
- Check with a children's ministry leader if you are unsure of the appropriate action in any given situation.