

# Cornerstone Leaders Code of Conduct

## Leadership Code of Conduct

This policy document outlines expectations and responsibilities in relation to the behaviour and conduct of leaders in church.

**1. We are an Evangelical church. We will teach the Bible (as briefly outlined in the Statement of Belief).**

**2. We minister out of a relationship with God. We will mature in our relationship with God by:**

- joining regularly in the life and ministry of Church
- studying the bible in private, at home with our families and in groups
- praying regularly in private, and in fellowship with and for the people and ministry of Church
- generously giving time and finances to the work of the Church, as an expression of our gratitude to God.

**3. We serve others in the context of healthy relationships. We will engage in healthy relationships with those we serve by:**

- loving and caring for our families, paying attention to the effect of ministry on them, and leading them in knowing Jesus more deeply.
- treating others with respect, teaching and exercising leadership respectfully.
- communicating clearly, honestly and consistently.
- using words that build up and encourage others.
- working as part of a team, cooperating with and supporting other ministry leaders and readily considering advice.
- continually being on the solution side of the equation when giving feedback and ideas.
- never undermining another leader in the eyes of those we serve.
- ensuring our leadership and ministry responsibilities take precedence over our personal relationships with those we serve.
- valuing confidentiality and only disclosing information where necessary.
- having appropriate relationships with those of the opposite sex.
- making alternative arrangements for pastoral ministry for any person with whom we begin to develop a romantic relationship.

**4. As Christian leaders we will:**

- obey the law, other than any law that is contrary to the Scriptures.
- not engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse or spiritual abuse of any person, including our families.

- avoid favouritism or prejudice.
- be accountable to our team, watch out for each other and protect each other's integrity
- be open to correction, and committed to addressing concerns and conflict in a biblical way
- not take property belonging to others, including intellectual property (copyright)
- not knowingly making false, misleading or deceptive statements
- be responsible in our use of addictive substances (eg prescriptions/ alcohol) and not use any prohibited substance
- act with sexual purity and express our sexuality in healthy and biblical ways
- act with financial integrity, and not engage in tax evasion
- not seek personal advantage or financial gain from our position (other than in wages and recognised allowances and deductions for paid staff)
- disclose to the Church leadership if we are or have been investigated for any criminal offences.

## **What happens when leaders do not follow this code?**

### **1. Minor or occasional breaches**

Everyone sins and is forgiven (1 John 1:8-9). It stands to reason then, that the expectations outlined above will be breached. When this happens in an area that is not a breach of civil or criminal law, the person should cease the conduct. If this is difficult the person should talk to a leader about receiving advice, support and assistance (eg counselling).

In some cases it may be necessary for a person to step aside from their duties whilst this takes place. Such matters will be addressed with appropriate confidentiality considering the person involved and the needs of the church.

### **2. Breaches of which a person was not aware**

Not everyone will understand what constitutes 'acceptable' behaviour. Even after explaining the leadership code of conduct some may be unaware or unwilling to accept they are exhibiting unacceptable behaviour. However leaders need to be open to correction, willing to submit their personal preferences to the needs of the team in which they work, and humble enough to modify behaviours so as not to discredit the gospel or detract from the mission of church.

As above, in these instances it may be necessary for a person to step aside from their duties while the matter is addressed.

### **3. Continuing breaches**

This relates to breaches that are not a breach of civil or criminal law where a leader has been made aware of their behaviour and yet refuses or has been unable to change:

a) The person meets with a relevant leader where required behaviour changes are clearly communicated including action to be taken by the person, by the leader or by church (up to 3 meetings).

b) If the behaviour continues, a small group of church leaders are to arrange a meeting to address the behaviour. Choosing to step aside from duties for a time is appropriate at this point.

c) If the behaviour continues then the person will be stood down for a set period. This will be undertaken respectfully upholding confidentiality as far as is possible considering the needs of the person and of the church. Assistance and support will be offered to help in changing behaviour via counselling if the person is willing.

d) If the person is unwilling or unable to change the behaviour they will not be able to continue in their leadership role. For paid staff this will mean an end to the employment relationship in accordance with their employment contract.

Written notes of all meetings will be made, including a clear summary of actions to be 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 referred to the senior pastor and will be addressed and reported externally to relevant authorities in accordance with legislative requirements and guidance material, and Cornerstone Church's policies and procedures.

I have read this document and indicate my willingness to follow the Leadership Code of Conduct while in a position of leadership at Cornerstone Church.

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**NAME:**

POSITION:

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**Senior Pastor – Nick Duke**

Copy to Operations Manager