

# Code of Conduct - Paid Staff and Ministerial

This Code of Conduct is part of Generocity Church's ("GC") commitment to provide emotionally and physically safe environments, an expectation of our Child Protection Policy, and a commitment to providing appropriate duty of care, including health and safety considerations. This Code of Conduct outlines the requirements and expectations for all workers who hold spiritual guidance roles within Generocity Church.

This Code of Conduct aligns with and supports the Vision, Values, and Mission outlined in the DREAM document (available in the handbook). All workers must read and understand both the DREAM document and this Code of Conduct as part of their commitment to Generocity Church.

This Code of Conduct uses "shall" to denote legal, biblical, and/or moral imperatives that must be implemented, and "expected" to denote strongly recommended good practices.

## 1. Introduction & Scope

This Code of Conduct applies to all workers in Generocity Church, whether in a paid worker or volunteer worker position. Workers in these positions serve as representatives of Christ and Generocity Church, and therefore must maintain high standards of personal and professional conduct.

## 2. Vision and Values Commitment

### Vision Alignment

Workers shall support and contribute to our vision of creating discipleship communities across Australia, where everyday people live in a restorative and transformative relationship with Jesus.

### Values in Action

Workers shall demonstrate Generocity Church's values through their conduct:

- **Personal Impact (1 Peter 4:11)**  
Workers shall use their gifts, talents, and resources to positively impact others and glorify God in their role.
- **Thankful Hope (1 Thessalonians 5:18)**  
Workers shall maintain a positive, faith-filled attitude in their work and interactions, demonstrating resilience and hope in challenging situations.
- **People Matter (Matthew 22:37-39)**  
Workers shall treat all individuals with dignity, respect, and care, actively demonstrating Christ's love in their interactions.
- **Purposeful Prayer (Colossians 4:2)**  
Workers are expected to maintain an active prayer life and participate in corporate prayer activities, recognising prayer as fundamental to our ministry.
- **Spirit Led (John 16:13)**  
Workers shall remain sensitive to the Holy Spirit's guidance in decision-making and ministry activities, seeking God's wisdom in their role.
- **Humble Growth (Ephesians 5:21)**  
Workers shall maintain a teachable spirit, actively participate in personal development opportunities, and submit to appropriate authority and accountability structures.

## 3. Mission Support

### Discipleship Focus

Workers shall support our mission of "Connecting our communities to Christ by building disciples of courageous influence" by:

- **Know Jesus:** Supporting and facilitating opportunities for people to come to know Christ
- **Grow in Jesus:** Encouraging and enabling spiritual growth in others
- **Live like Jesus:** Modelling Christ-like behaviour and discipleship
- **Share Jesus:** Actively participating in outreach and evangelism initiatives

### Community Engagement

Workers are expected to:

- Participate in Life-Giving Sunday Gatherings
- Support and promote Connect Groups
- Engage in Prayer and Fasting initiatives
- Contribute to Community Partners and Projects
- Support GC Conference and youth camp activities

## 4. Leadership Expectations

### Cultural Imperatives

Workers shall demonstrate the following leadership qualities (Hebrews 13:7):

1. Multiplier Mindset (Hebrews 10:24)

Workers shall champion the call, gifts, and talents of others, even when it means going unseen.

2. Authenticity, Integrity and Humility (1 Peter 5:2-3)

Workers shall recognise that discipleship is our life and leadership is our privilege.

3. Connected and Accountable (Ecclesiastes 4:9-10)

Workers shall build strong connections based on shared values, responsibilities, and care for each other.

4. Courageous Conversations (Ephesians 4:15)

Workers shall have the right conversation, at the right time, with the right people, in the right tone.

5. Honouring All People (James 3:9)

Workers shall treat all people as being made in the image of their Creator.

6. Prioritising God's Presence (2 Corinthians 3:18)

Workers shall prioritise seeking God's transforming presence rather than their performance.

### Servant Leadership

Workers shall embrace servant leadership as modelled by Jesus (John 13:3-14), avoiding any misuse of authority or position of trust.

## 5. Professional Conduct

### Behavioural Standards

Workers shall:

- Act in the best interests of those they serve
- Not be abusive in any way toward others (spiritually, emotionally, physically, or sexually)
- Avoid offensive language (including swear words, sexual connotations, racial, religious, or gender-related slurs)
- Exercise caution with potentially addictive behaviours and harmful substances
- Refrain from using illicit substances
- Maintain appropriate behavioural boundaries
- Act with sexual integrity
- Use electronic communications responsibly and wisely
- Report concerns of harm according to ACC Safer Church Guidelines
- Respect intellectual property rights
- Disclose any potential conflicts of interest
- Be open to correction and act with humility

### Financial Integrity

Workers shall:

- Not seek personal financial gain from their role
- Not misuse church relationships for financial gain
- Steward property and finances with accountability and transparency
- Report any financial concerns promptly

### Confidentiality

Workers shall maintain strict confidentiality except when:

- Disclosure is required by law
- There are harm or risk of harm notifications
- There are safety concerns for any person
- Information is already in the public domain
- Disclosure aligns with the church's privacy policy

## 6. Safety and Compliance

### Environmental Stewardship

Workers shall:

- Be good stewards of the environment (Genesis 2:15)
- Minimise environmental impact through responsible practices
- Report environmental concerns or hazards

### Safer Churches

Workers shall:

- Create and maintain safe, welcoming environments
- Report concerns, hazards, or incidents promptly
- Cooperate with safety-related investigations

### Compliance Requirements

Workers shall:

- Uphold all relevant Federal, State or Territory legislation
- Implement and support all church policies and procedures
- Complete required training and certifications
- For Pastoral Staff: Have and maintain, or be actively working toward an ACC PMC/OMC, which includes signing and adhering to the ACC Ministerial Code of Conduct. Generocity Church maintains the right to respond to any breach of our own or

ACC Ministerial Code of Conduct

- Seek clarity when legislation and/or guidelines are unclear

## 7. Team Ministry

### Accountability

Workers are expected to:

- Be accountable to their team
- Protect each other's integrity
- Participate in team meetings and development opportunities

### Development

Workers shall:

- Undertake required role-specific training
- Pursue ongoing spiritual and professional development
- Contribute to the development of others

### Collaboration

Workers are expected to:

- Embrace Generocity Church's vision, values, and mission
- Work cooperatively with other team members
- Share resources and gifts appropriately
- Support other locations' initiatives and celebrations

## Implementation of this Code of Conduct

Any breach of this code involving a criminal offence will lead to a report being made to the relevant authorities. Any breaches relating to the harm or risk of harm of a child or young person will be dealt with under our Child Protection Policy. At the sole discretion of Generocity Church and following fair process, a worker may be stood down, suspended and/or employment terminated depending on the severity of a breach of this Code.

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? I acknowledge that I have read and understood both the DREAM document and this Code of Conduct. [010d The Dream - Vision, Values & Mission](#)

? I have read and understood this Code of Conduct and commit to upholding these standards in my role with Generocity Church.

Worker's Full Name: \_\_\_\_\_

Worker's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

This declaration and accompanying relevant documentation is to be permanently kept

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Revision #2

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