

# Code of Conduct - Volunteer Worker

Codes of Conduct are a 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 shows how Generocity Church is committed to creating safe environments for everyone. It outlines what we expect from our volunteers who serve in non-leadership roles at Generocity Church events and activities.

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

In this document:

- "shall" means you must do this (it's required)
- "expected" means this is strongly encouraged as best practice

## 1. Introduction & Scope

This Code of Conduct applies to all volunteers of Generocity Church. Volunteers in these positions contribute to the church's mission and therefore must maintain appropriate standards of conduct. Note that Pastoral Staff are subject to additional requirements including maintaining Australian Christian Churches (ACC) credentials and adhering to the ACC Ministerial Code of Conduct.

## 2. Vision and Values Commitment

### Vision Alignment

Volunteers are expected to respect and uphold Generocity Church's Vision, Values, and Mission as outlined in the DREAM document.

### Values in Action

As a volunteer, you'll show these values through your actions:

- **Personal Impact (1 Peter 4:11)**  
Volunteers are expected to use their gifts and abilities to serve others effectively.
- **Thankful Hope (1 Thessalonians 5:18)**  
Volunteers are expected to maintain a positive attitude in their service.
- **People Matter (Matthew 22:37-39)**  
Volunteers shall treat all individuals with dignity, respect, and care.
- **Purposeful Prayer (Colossians 4:2)**  
Volunteers are expected to support the prayer life of the church.
- **Spirit Led (John 16:13)**  
Volunteers are expected to be open to guidance in their service.
- **Humble Growth (Ephesians 5:21)**  
Volunteers shall be open to feedback and willing to learn.

## 3. Service Commitment

### Team Engagement

Volunteers are expected to:

- Participate in their assigned ministry areas with dedication
- Support their team members
- Follow reasonable directions from their team leader
- Attend required training sessions
- Communicate clearly about availability and responsibilities

### Servant Heart

Volunteers shall:

- Serve with a willingness to help others (John 13:3-14)
- Undertake all aspects of their volunteer role with dedication
- Avoid any misuse of authority or position

- Acknowledge when they need help or additional training

## 4. Professional Conduct

### Behavioural Standards

Volunteers shall:

- Act in the best interests of those they serve
- Choose language and behaviours that are encouraging and uplifting
- Avoid offensive language (including swear words, sexual connotations, racial, religious, or gender-related slurs)
- Not volunteer while under the influence of any illicit substance or alcohol
- Maintain appropriate behavioural boundaries
- Use electronic communications responsibly and wisely
- Report concerns 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

Volunteers shall:

- Not seek personal financial gain from their role
- Not misuse church relationships for financial gain
- Handle any church property or finances with care and honesty
- Report any financial concerns promptly

### Confidentiality

Volunteers 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

## 5. Safety and Compliance

### Environmental Stewardship

Volunteers shall:

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

### Safer Churches

Volunteers shall:

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

### Compliance Requirements

Volunteers shall:

- Uphold all relevant Federal, State or Territory legislation
- Follow church policies and procedures
- Complete required training
- Ask questions if you're unsure about anything

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