

- when a pastoral conversation requires confidentiality, make sure (i) that another adult is aware that the conversation is taking place, (ii) there is another adult in the building, and (iii) a written record is kept of the conversation, including date, time, place and what was said.
- if organising an informal meeting, invite more than one person under 18, and a second adult where possible.

3.2 Intentional Relationships

Therefore go and make disciples of all nations teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”-

Matt 28:19-20. “It is important to know and understand the [teenagers] within our church community to ensure that we are responding to their need to develop ...”

– Our Church is a safe Place

- Attempt to know them and taking an active interest in them,
- Respect individual differences and encourage discovery of personal giftedness,
- Recognise and develop each person’s talents, skills and abilities,
- Consider all opinions and views fairly.

3.3 Treat every young person with courtesy and respect

Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. – Philippians 2:3-4

- Give time and attention to them, showing respect for their opinions and recognising and affirming their competencies.
- Allow, encourage and maximise participation by each child.
- Permit them the right to make mistakes without fear of criticism or rejection.
- Acknowledge and encourage them, according to age and ability, to be progressively involved in decision-making in ministry programs in which they are involved.

3.4 Duty of care

I appeal as a fellow elder and a witness of Christ’s sufferings who also will share in the glory to be revealed: Be shepherds of God’s flock that is under your care, watching over them—not because you must, but because you are willing. - 1 Peter 5:1-3

- Hold all personal, legal information and details in confidence.
- Plan activities within the confines of the law.
- Model equal treatment of all regardless of race, colour, creed or social status.
- Don’t give out any details of young people on walls or in electronic communication or posting or displaying photos of them on any form of communication without written permission.
- Inform the KBC ministry team leader or pastor of any allegation of sexual misconduct or abuse immediately. NOTE – **it is not appropriate** to attempt counselling or handle any such situation by the leader alone.
- Ensure appropriate and safe premises for any planned activities.
- Plan ahead to prepare for cases of accident or emergency.



Kew Baptist
CHURCH

Leaders’ Code of Conduct for children’s and youth ministries

The concept of under-18s being an important part of the Christian community began with Jesus himself. When he said, “Let the children come to me” and “Whoever welcomes one such child in my name welcomes me” (Matthew 18:5), he indicated that the place of children is at the very centre of the church community.

Christian worship is for both children and adults

- Children are equal partners with adults.
- All of God’s people, regardless of age, are called to evangelism.
- The discovery and development of gifts in children is important.
- The concept of the ‘Priesthood of all believers’ includes children.

The church takes responsibility, with the family, in nurturing young people in life and faith. The ministry of teaching children is a command given to the Israelites in Deuteronomy 11:18-19, and Jesus gave us his example in welcoming and loving children in Mark 10:13-16

“The Baptist Union of Victoria is committed to the protection, guidance, empowerment of and advocacy for children within our church communities. We strongly believe they should not be those without a voice. We are called to nurture children in their personal faith as part of God’s command to each of us. We are called to ensure everyone is safe, in particular those under the age of 18.”

– Our church is a safe place, BUV duty of care

1. KBC AFFIRMS THE VALUES THAT GUIDE OUR MINISTRY

Love

Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples – John 13:34-35

- Accept and take an active interest in people in our ministry.
- Listen to the real needs of each person.
- Show compassion.

Respect

Show proper respect to everyone, love the family of believers, fear God - 1 Peter 2:17

- Treat all people fairly, impartially and with respect.
- Act with care with our words and attitudes.
- Work in partnership with the parents.
- Care for other’s belongings with consideration of the owners.

Humility

Be completely humble and gentle; be patient, bearing with one another in love – Ephesians 4:2

May I never boast except in the cross of our Lord Jesus Christ - Galatians 6:14

- Be patient with everyone attached to our ministry.
- Accept the decisions of the leadership team, and work through established procedures to express a different point of view if disagreeing with a decision.

Faith

Once you were alienated from God and were enemies in your minds because of your evil behaviour. But now he has reconciled you by Christ's physical body through death to present you holy in his sight, without blemish and free from accusation -if you continue in your faith, established and firm, and do not move from the hope held out in the gospel.- Colossians 1:21-23

- Acknowledge the Lordship and authority of Jesus Christ.
- Pray for fellow leaders, young people and the Church.

Integrity

Whoever walks in integrity walks securely, but whoever takes crooked paths will be found out. – Proverbs 10:9

- Act in the best interests of those under our care, and their families.
- Be blameless in our relationship with all.
- Behave in ways that gain respect for oneself and KBC, and advances the ministry.

2. KBC ASKS LEADERS TO BE ACCOUNTABLE

Accountability through honesty, humility and working as a cohesive team is integral to the success of the ministry, i.e. with parents, pastors, deacons and the church.

2.1 Accountability to the Church

In the same way, you who are younger, submit yourselves to your elders. All of you, clothe yourselves with humility toward one another... – 1 Peter 5:5-6

- Agree to an annual review.
- Accept the authority of team leaders.
- Maintain an open and honest relationship with parents.

2.2 Accountability to other leaders in the ministry team

... be filled with the Spirit, speaking to one another with psalms, hymns, and songs from the Spirit. ...Submit to one another out of reverence for Christ. Eph 5:18-21

- Pray and provide practical support for other leaders.
- Participate in social gatherings that foster relationships in the team.
- Participate in ministry team meetings.

2.3 Working in partnership with the wider church

Two are better than one, because they have a good return for their labour: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up. ...Though one may be overpowered, two can defend themselves.- Ecclesiastes 4

- Consider parents' perspectives when making decisions.
- Communicate and consult with parents in a timely, understandable and sensitive manner.
- Takes suitable action, in consultation with team leaders, when responding to parental concerns.
- Consider the church's perspectives when making decisions.
- Treat the church property, and other users, with respect.
- Maintain a high standard of behaviour, as representatives of the church.
- Discussing openly our values in Christ.

3. KBC REQUESTS A HIGH STANDARD OF CONDUCT IN LEADERSHIP

KBC youth and children's ministries aim to provide safe, ethical care and supervision of teenagers and children. It is our intention to build appropriate relationships to introduce them into a personal relationship with Christ.

3.1 Professional relationship, both in church and out of church

Whoever aspires to be an overseer desires a noble task. Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money...He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap. 1 Tim 3:1-3; 6-7

Leaders hold a unique position of influence and trust that should never be violated or compromised. They must adhere to limits and boundaries to their relationships with teenagers under their care. A Professional relationship **WILL** be violated if a leader:

- has an intimate relationship (ie. boyfriend/girlfriend) or a sexual relationship with a person under 18,
- uses sexual innuendo or inappropriate language and / or shares such material with a person under 18,
- touches a person under 18 without a valid reason or their consent,
- spends time alone and unsupervised with a person under 18 years,
- takes photographs of a person under 18 who has asked not to be photographed, or of a person under 18 who are inappropriately dressed,
- sends any form of electronic communication that attempts to hide the identity of the sender, or represents the sender as someone else,
- physically disciplines a teenager under their care,
- ridicules, rejects or bullies a person under 18.

For the protection of the leadership team, KBC recommends that leaders:

- do not have 'closed conversations' with a young person on social networks,
- save all e-mails / letters / text messages to and from young people,
- CC the team leader when sending internet messages to a young person,
- restrict SMS and online conversations to purpose only statements (ie. Meet at ____), to eliminate misunderstandings

Acknowledgement of Acceptance of Code of Conduct

Leadership Details

Printed Name: _____

Ministry Area/s: _____

Acceptance of Code of Conduct

(i) I have received a copy of the 'Leaders code of conduct' and I accept and agree with its contents. With God's help, I will endeavour to fulfil my role to the best of my ability and to abide by the rules outlined in this code.

(ii) I have received a copy of the BUV duty of care policy: '*Our Church is a safe Place*', and have read and understood all parts pertaining to leadership and youth ministry.

(iii) I have a valid Working With Children Check, and a copy (front and back) is attached.

(iv) I have no criminal convictions in Australia or overseas.

(v) I agree to a review of my leadership yearly, or as deemed necessary by a pastor or ministry team leader.

Signature: _____

Date: _____

I have discussed the Leaders Code of conduct with:

I have supplied him / her with a copy of the BUV duty of care policy. I am happy that he / she understands the code of conduct as it applies to them.

Printed Name: _____

Signature _____

Position Held _____

Date: _____

Acknowledgement of Acceptance of Code of Conduct

Leadership Details

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