

KBC Code Of Ethics (CoE)

We, Kyneton Baptist Church (KBC), commit ourselves to a standard of responsible and ethical behaviour which is expected in our church family and will bring honour and glory to God.

Our code is underpinned by trust and a belief that everyone should be treated with respect and dignity. We found ourselves on the teaching of the bible. Individually we strive to love like Jesus loved (Matthew 5:43). With grace and assistance from the Holy Spirit, we want to live like Jesus lived (1 Peter 1: 13-16).

This Code of Ethics gives guidance about what practices (words, deeds and actions) are supported and what practices are NOT condoned. It is not exhaustive and does not foresee every set of circumstances that may arise across the variety of church events and activities here at KBC.

The Code of Ethics should be viewed as an educational guide to the principles that help inform what is appropriate conduct, and initiative should be taken to ensure you fall within appropriate conduct whilst undergoing paid employment, and/or volunteering at KBC. This CoE should be read in parallel with the '*Kyneton Baptist Safe Church Policy and Guidelines*'

The Code of Ethics values the social, relational and interpersonal safety and wellbeing of people of all ages. This code also values the role of staff, leaders and volunteers by promoting transparent, accountable relationships that promote trust and confidence in our church, its ministries, programs and wider community.



Here at KBC we value:

A biblical approach to daily living which drives values such as Respect, Trust, Integrity, Honesty, Humility, Compassion, Community, Forgiveness and Reconciliation, Generosity and Thankfulness, Justice, Service, and Confidentiality.

We commit ourselves to living out these values in all areas of our lives.

We commit ourselves to:

1. Conduct ourselves at all times in a manner that honours God and His Church.
2. Comply with the *KBC Safe Church Policy and Guidelines*
3. In all financial matters act with scrupulous honesty and be able to publicly account for all transactions and finance decisions handled by, or on behalf of KBC.
4. Endeavour to conduct all personal relations in a Godly manner, acting with respect, love, integrity and truthfulness toward all those we seek to associate, irrespective of their race, gender, position, theological perspective or religious practices and experience.
5. Where grievances occur and a resolution is not forthcoming, that we will seek additional assistance. We will seek every effort to pursue reconciliation following biblical principles when conflict or division occurs. Issues pertaining to criminal actions, bullying or sexual misconduct will be reported directly to Victoria Police, and the Baptist union of Victoria in accordance with our *Safe Church Policy*.
6. Be diligent in providing each other with information and resources to fulfil our roles and be mindful of the expectations others have of us.
7. Be truthful and honest in our communication with each other. We will be willing to share our reflections, concerns and ideas with each other.
8. Be loyal in our support of each other and other church members. We may express our opinions robustly but understand that once collective decisions have been reached we support the outcomes.
9. Be respectful and appropriate with regards to clothing. Dressing in a way that is professional, appropriate and considerate for others and with regard to the church congregation.

10. Actively promote:

- a. A safe environment where abuse of any nature is neither tolerated nor able to take place in accordance and direction from the KBC Safe Church Policy and Guidelines.
- b. A safe environment where bullying of any kind is neither tolerated nor able to take place. Bullying can include:
 - i. Exclusion from a group or activity
 - ii. Intimidation
 - iii. Extortion
- c. A safe environment where harassment is neither tolerated nor allowed to take place. Harassment is unwelcome conduct whether intended or not which makes another person feel offended, belittled, threatened which may occur through a single incident or a series of incidents over a period of time.

Harassment can include:

- Unwelcome physical contact
- Gestures or language that could give offence including unwarranted shouting
- Unjustified or unnecessary comments about a person's attributes or abilities.

Confidentiality

Confidentiality and trust are fundamental to sound church relationships and must be upheld within the constraints of the law and statutory requirements. Voluntary reporting to a Pastor is required where a belief has been formed that there is a requirement to do so. As a result of working or volunteering at KBC you will be serving lots of people in confidentiality, it is mandatory that information heard, read, or told is strictly kept confidential. Even the slightest breach of confidentiality can completely destroy trust, and leave our church in a very vulnerable position.



KBC CoE Acknowledgement

I confirm I have read and will comply with the *KBC Safe Church Policy and Guidelines*. I fully understand and agree to adhere to this Code of Ethics in my role at Kynetown Baptist.

(Full Name)

(Signature)

(Position held - *staff, volunteer etc*)

(Date)

(Pastor/Min. Coordinator Full Name)

(Signature)