

Donnybrook Community Church

Code of Conduct

Mission Statement

We exist to follow Jesus into the neighbourhood with an embodied message of faith, hope, and love.

Purpose

This Leaders' Code of Conduct Policy defines the expectations and responsibilities of all leaders at Donnybrook Community Church, including both volunteers and paid staff. Leaders are held to a higher standard of character and conduct as they carry out their God-given calling. The policy aims to:

- Protect the integrity of leaders and ensure the emotional, physical, and spiritual well-being of those they serve, especially children and vulnerable individuals.
- Reflect the mission and values of the Church.
- Provide clear and practical guidelines for leaders to uphold a culture of safety, respect, and accountability.
- Ensure leaders foster a welcoming and supportive environment for ministry.

Scope

This Code applies to all leaders at Donnybrook Community Church, encompassing both paid staff and volunteers.

Key Principles

1. Spiritual Commitment:
 - Cultivate a vibrant relationship with God through regular worship, prayer, and Bible study.
 - Serve others humbly, embodying the Church's core values of Faith, Hope, and Love.
2. Healthy Boundaries:
 - Recognise the unequal power dynamic between leaders and those they lead, maintaining healthy boundaries to protect everyone's well-being.
 - Avoid private or high-risk situations, opting for open, public spaces whenever possible.
 - Seek to avoid being alone with children or vulnerable individuals. If necessary, ensure visibility or a second adult is present.
3. Respect and Inclusion:
 - Treat all individuals with unconditional dignity and respect, regardless of race, gender, or social status.
 - Create a safe, inclusive, and welcoming environment for everyone.
 - Protect confidentiality, sharing sensitive information only when legally obligated or when safety is at risk.

4. Ethical and Professional Conduct:

- Refrain from all forms of abuse, harassment, bullying, or exploitation.
- Communicate responsibly, including wise and accountable use of digital technologies and social media.
- Act with integrity in financial and personal matters, avoiding conflicts of interest.
- Abstain from inappropriate physical contact, especially with minors, and ensure interactions promote positive behaviour and self-esteem.

5. Accountability and Development:

- Be receptive to feedback and correction from peers and leadership.
- Engage in ongoing training and professional development to enhance ministry effectiveness.
- Collaborate with other leaders to promote unity, shared accountability, and transparency.

6. Child Safeguarding and Safety Standards:

- Provide a safe, inclusive, and welcoming environment for children and young people.
- Report any inappropriate or illegal behaviour by leaders to the Safe Church team or Pastor.
- Encourage open communication and allow children and young people to participate in decisions affecting them.

Addressing Breaches

1. Minor Infractions:

1. Stop inappropriate behaviour immediately. Leaders may seek guidance or counselling to address the issue.

2. Unintentional Violations:

2. Leaders unaware of their misconduct will be corrected respectfully and supported in modifying their behaviour. Temporary stepping aside may be required if necessary.

3. Persistent Violations:

3. Leaders refusing to amend their behaviour despite counselling will be stood down from their role.

Clear records of all corrective measures and meetings will be maintained to ensure fairness and transparency.

Legal and Reporting Obligations:

Allegations of abuse or criminal misconduct will be referred to authorities such as Victoria Police and child protection agencies in compliance with legal obligations.

The Church will consult with denominational professionals to address serious matters appropriately.

Related Documents:

The following documents are related to this policy and should be referred to as needed:

Donnybrook Community Church Code of Conduct Commitment Form

Donnybrook Community Church Safe Church Policy and Procedures

Child Protection Guidelines

Policy Review:

This Code will be reviewed biennially or as required to ensure it remains effective and aligned with best practices.

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V1.0	Sept 2022	First version	
V2.0	05/08/2025	Major revision of all safe church documentation (formerly called	Leadership team