

## HILLSONG CHURCH FORMS & SUPPORTING DOCUMENTS

<b>DOCUMENT TITLE:</b>	HILLSONG VOLUNTEER CODE OF CONDUCT		
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### Hillsong Church Volunteers Code of Conduct

Hillsong Church has a culture of serving and all Hillsong people are encouraged to serve. Those who serve, however, must do so with an attitude that values the dignity of people and behaviour that is pleasing to God. Jesus modelled the ideal attitude towards serving in John 13:3-14.

The following code of conduct has been developed to help those who serve in Hillsong Church to serve more safely and effectively. It is list of behaviours that every person who serves in Hillsong Church is expected to live by.

All Hillsong people are encouraged to serve the shared vision, values, and mission of Hillsong and to grow in their relationship with God and with people. This code is not exhaustive but it lays out the minimum expectation for those who serve in Hillsong.

#### Expected Behaviour

Consistent with Hillsong "Safe Church Policy", those who serve in Hillsong:

- will act in the best interests of those they serve, especially those who are vulnerable
- will be accountable within their teams and follow reasonable instructions from those in leadership
- will not be spiritually, emotionally, physically or sexually abusive in any way toward others. Domestic and family violence is never acceptable.
- will avoid the use of offensive language (e.g. vulgar language, sexual connotations, and racial or religious slurs)
- will exercise caution with all potentially addictive behaviours and/or harmful substances
- will refrain from using any illicit substances
- will use caution when initiating or receiving physical contact with those they serve, including gestures of comfort. Such gestures can be unwanted or misinterpreted.
- will treat all with whom they work, fairly and with respect
- will communicate with integrity. This includes the use of electronic communication which will be used wisely and never inappropriately
- will acknowledge when they do not possess the required skill set in a situation and seek help from a supervisor or church leader. This particularly applies to helping those who are victims of abuse or require professional counselling
- will not take property belonging to others, including intellectual property (copyright).

#### The Hillsong Safe Church Policy specifically requires that all workers, including volunteers must:

- co-operate with any reasonable policy or procedure of the Hillsong Executive Management, or undertaking relating to health or safety at the workplace that has been notified to Workers
- effectively identify and immediately report any known or perceived instances, disclosures or allegations of harm to the Safe Church Office
- maintain the privacy of all Hillsong People, in particular those associated with disclosures of harm, subject to compliance with all relevant legislation.

#### Financial matters

Those who serve in Hillsong are encouraged to have integrity in their financial dealings. They must not seek financial gain from their church role.

#### Conflict of Interest

Information gained through Hillsong must not be used for purposes other than for legitimate Hillsong purposes and any conflict of interest that impacts upon the fulfilment of this code must be disclosed.

#### Implementation of the Code

Volunteers of Hillsong are considered "Workers" under Workplace Health & Safety and Child Protection legislation. Workers have a greater responsibility, at law, and their conduct may become the subject of an investigation. This may be reportable to relevant authorities.

Any breach of this code involving a criminal offence may lead to a report being made to the relevant authorities.

Any breach relating to harm, or risk of harm, will be dealt with according to the Hillsong Safe Church Framework.

Any other breach will be considered in the light of the best interests of the volunteer and those we serve and may result in the volunteer being stood down from their area of service.

Volunteer workers need to be open to correction and humble enough to modify behaviours so as to not discredit the gospel.