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**LEADERS’ CODE OF CONDUCT**

*Definition of a leader - we define a leader as a person who is expected to engage in spiritual guidance. Eg: Lifegroup leaders, worship leaders, kids’ leaders, youth leaders, and team leaders of all ministries.*

Codes of Conduct are a part of our commitment to safe emotional and physical environments, an expectation of our Safe Church Policy and a commitment to providing appropriate duty of care, including health and safety considerations. This Code of Conduct outlines the standards of behaviour that are expected for all Lifegate Leaders.

Leading in church life is a highly valued and important part of service to God and His church. Leaders represent God and our church, and will endeavour to become servant leaders as modelled by Jesus   
(John 13:3-14). Leaders’ lives are on display and are subject to public scrutiny, and as such these standards of behaviour should apply not only to their church life but also their personal life.

**Standards of Behaviour**

1. **We minister out of a relationship with God by:**
2. Personal time with Jesus - Leaders of Lifegate Church are encouraged to set time each day to read the Bible, pray and listen to what God is saying
3. Joining regularly in the life and ministry of the church. Eg: Sunday services, Lifegroups, Vision nights, prayer meetings
4. **We serve others in the context of healthy relationships by:**
5. loving and caring for our families, paying attention to the effect of ministry on them
6. treating others with respect: teaching, and exercising authority, respectfully
7. upholding confidentiality; do not disclose to anyone (including spouse), any confidential information without the consent of the person providing the information (exceptions apply where there is a legal obligation or a duty of care issue)
8. being a team player; cooperating with other ministry leaders, understanding there will be areas that overlap and someone else may have the advice that we need
9. using words that build up; do not ridicule or embarrass people
10. avoiding ongoing formal counselling of people with whom we minister
11. making alternative arrangements for pastoral ministry for any person with whom we may develop an appropriate romantic relationship
12. **As Christian Leaders we will:**
13. be accountable to our leaders (e.g. follow all reasonable directions from our leaders supervisors, Key Area Leaders, Pastors and Elders)
14. Work as a team, watch out for each other and protect each other’s integrity, e.g. never be alone with one child or vulnerable adult
15. act in the best interests of those we serve
16. uphold all Lifegate policy, procedures and guidelines as they apply to our role at Lifegate
17. treat every program participant equally - ‘no favourites’
18. communicate with integrity, including accountable and wise use of electronic communication; commit to following our team guidelines for electronic communication
19. acknowledge when we are out of our depth or do not possess the required skill set in difficult pastoral situations, such as helping a victim of abuse, or a person who needs professional counselling, and seek help from our leader
20. not take property belonging to others, including intellectual property (copyright)
21. not knowingly making false, misleading, deceptive, or defamatory statements
22. not engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse, sexual grooming or spiritual abuse of any person, including your own family
23. not act violently or intentionally provoke violence
24. be responsible in our use of addictive substances (e.g. prescription medication/ alcohol)
25. not use any prohibited substance
26. act with sexual purity. Sexuality is a gift from God - we will express our sexuality in healthy and God-directed ways and not engage in sexual misconduct, i.e. behaviour that puts us in situations where our integrity might be seen to be compromised, e.g. an unmarried leader “spending the night” unsupervised with a member of the opposite sex, sexual intercourse outside of marriage, sexualised behaviour with any person under their responsibility, sexual harassment. Further, it is unwise for leaders to spend time in situations where they are uninterruptable alone with their boyfriend/girlfriend, also with other members of the opposite sex, or become linked romantically with a non-Christian.
27. act with financial integrity, including having accountable and transparent systems in place for financial matters
28. not seek personal advantage or financial gain from a position, other than in wages, recognised allowances and deductions
29. disclose to the church leadership if we are or have been investigated for any criminal offences or have any knowledge of serious criminal activity