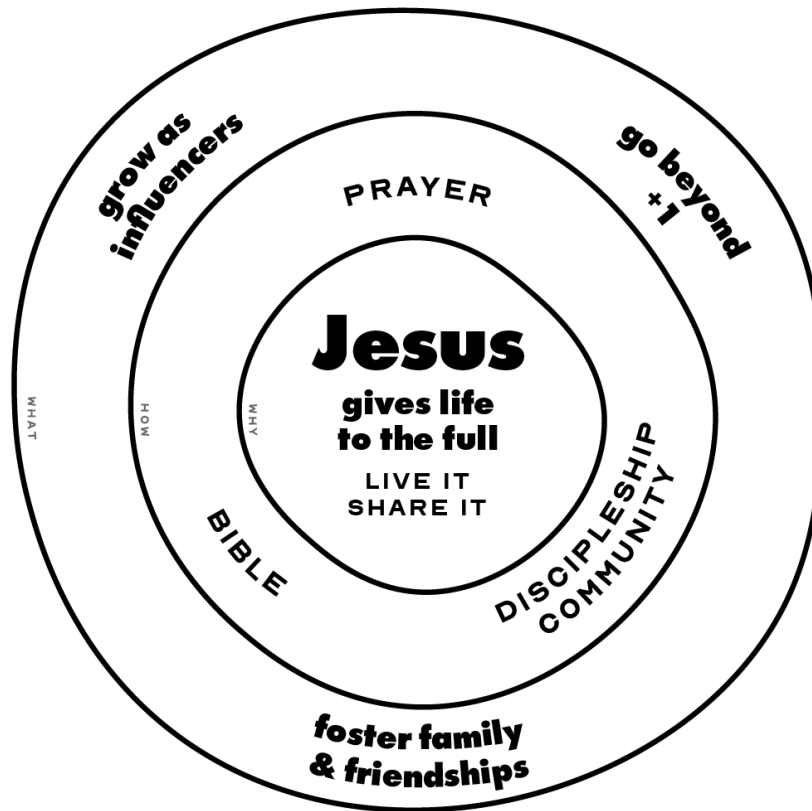


# Pastor's Code of Conduct



## 1. PURPOSE

The purpose of this document is to clarify behavioural standards and expectations for our Pastoral team. It makes clear what is appropriate conduct and what is misconduct.

As mandated by Scripture, Church Leaders are to live a life above reproach. C3HH Pastors (paid and unpaid across all locations) represent Christ and the C3 Global movement at all times.

It is articulated to assist our team to serve in such a manner that it will cause our church and ministries to be safe places for all; places where integrity is honoured, accountability is practiced, misconduct is not concealed and forgiveness is encouraged to bring about healing and restoration.

## 2. GENERAL PRINCIPLES

- a. Commitment to living in accordance with the C3HH Purpose Circles (pg1), with Jesus at the centre of our lives.
- b. Commitment to the chain of command in the Fellowship. This means appropriate respect, honour and accountability (personal and ministry) to those who supervise you.
- c. Acceptance of the Pastoral Charge (pg8).
- d. Observance of general Biblical principles for Christian living and the following passages outlining conduct for church leaders:

### **1 Timothy 3:1-10 NIV**

<sup>1</sup>Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. <sup>2</sup>Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, <sup>3</sup>not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. <sup>4</sup>He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. <sup>5</sup>(If anyone does not know how to manage his own family, how can he take care of God's church?) <sup>6</sup>He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. <sup>7</sup>He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

<sup>8</sup>In the same way, deacons are to be worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. <sup>9</sup>They must keep hold of the deep truths of the faith with a clear conscience. <sup>10</sup>They must first be tested; and then if there is nothing against them, let them serve as deacons."

### **1 Timothy 6:11-15 NIV**

<sup>11</sup>But you, man of God, flee from all this, and pursue righteousness, godliness, faith, love, endurance and gentleness. <sup>12</sup>Fight the good fight of the faith. Take hold of the eternal life to which you were called when you made your good confession in the presence of many witnesses. <sup>13</sup>In the sight of God, who gives life to everything, and of Christ Jesus, who while testifying before Pontius Pilate made the good confession, I charge you <sup>14</sup>to keep this command without spot or blame until the appearing of our Lord Jesus Christ, <sup>15</sup>which God will bring about in his own time—God, the blessed and only Ruler, the King of kings and Lord of lords,"

### **Titus 1:6-9 NIV**

<sup>6</sup>An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. <sup>7</sup>Since an overseer manages God's household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. <sup>8</sup>Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. <sup>9</sup>He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it."

### 3. SCOPE

This Code applies to all C3HH Pastors across all locations. It contains clear boundaries for you, setting both prohibited and cautionary behaviours.

A breach of a “**Prohibited**” provision will always be classed as misconduct and will result in disciplinary action. This action could include: mandated counselling, further training, demotion from Pastoring, report made to the Police, public announcement to the church community, a request to leave the church.

A breach of a “**Cautionary**” provision, depending on the circumstances, may be misconduct and may result in disciplinary action.

## 4. BEHAVIOURAL EXPECTATIONS FOR PASTORS

### 4.1 MINISTRY MATTERS

- a. You are to abide by all C3 Global and Australian policies (including the C3 Global Statement of Faith pg9), procedures and directives. It is **cautionary behaviour** to act in contravention of the movement’s policies, procedures and directives.
- b. Jesus modelled servant leadership and called His followers to the same. It is **prohibited behaviour** for you to use your position of authority to manipulate or coerce a person. This includes, but is not limited to, attempting to use healing for financial gain; attributing miracles for personal glory; using a word of knowledge to control an individual; or using prophecy to pressure a person to change church membership or to enlist support for a ministry.
- c. It is a Pentecostal distinctive to honour the role of the Holy Spirit, who imparts spiritual gifts (1 Corinthians 12:7). There are a variety of gifts (1 Corinthians 12:4) and the true exercise of these gifts will always be consistent with the fruit of the Spirit (Galatians 5:22-23). For example, prophecy is to be exercised for “strengthening, encouragement and comfort” (1 Corinthians 14:3). A leader must always be willing to be held accountable, admitting to the possibility of human error when exercising the gifts of the Spirit (1 Thessalonians 5:19-21). It is **cautionary behaviour** to misuse the gifts of the Holy Spirit.
- d. You must not use your position to promote beliefs or positions contrary to those of C3 Australia, including but not limited to, commercial ventures, political beliefs, the venting of personal needs, injustices or angers. This is **cautionary behaviour**.
- e. You are to care for other team members, protecting their integrity, avoiding appearances of gaining at others expense and resolving misunderstandings biblically and expeditiously (see C3HH Communication Charter and C3HH Staff Grievance Policy). This is **cautionary behaviour**.
- f. You are to recognise the limits of your skills and experience. You are not to undertake any ministry or role that is beyond your competence or for which you have not been employed or trained. If in doubt seek advice from your Supervisor, Location Pastor and/or Lead Pastors. This is **cautionary behaviour**.

- g. You are not to disclose confidential information received in pastoral ministry to your spouse, family, friends, colleagues or any other person without the consent of the person providing the information, except where: the information is known publicly; as required or allowed by law; or it is in the public interest (such as to avoid the risk of serious injury or harm to any person). This is **cautionary behaviour**.
- h. You are to be aware of the dangers of dependency developing in pastoral relationships. Seek advice from your Supervisor, Location Pastor or Lead Pastor when such concerns arise. This is **cautionary behaviour**.
- i. It is **prohibited behaviour** to engage in or encourage communications (including online) that slander or defame others. Your commitment to the leadership of C3HH and C3 Global is to be manifested in the active discouragement of criticism and slander of such. You shall not be a divisive influence in this Fellowship.

## 4.2 PERSONAL BEHAVIOUR

- a. Obey the law, in so far as that law is not contrary to the Bible and does not unjustly prohibit the expression of faith in Christ. This is **prohibited behaviour**.
- b. It is **prohibited behaviour** to abuse people emotionally, financially, physically, sexually, spiritually, socially or verbally. This includes discrimination, grooming, harassment, vilification and violence.
- c. Do not knowingly make statements that are false, misleading, deceptive or defamatory. Do not use sexist, violent, racist, or foul language. This is **prohibited behaviour**.
- d. Do not engage in any racism. This is **prohibited behaviour**.
- e. Do not steal property belonging to others, including intellectual property in any form (i.e. music, spoken or written word). This is **cautionary behaviour**.
- f. Exercise extreme caution with all potentially addictive and harmful behaviours. Addiction is the misuse of a substance or engagement in particular activities that result in harm to you or others and interferes with activities of daily life. This is **cautionary behaviour**.
- g. Be responsible and moderate in the use of alcohol and other intoxicating or addictive substances. Do not use any illegal substance. Take care when undertaking any ministry activities when alcohol or any other addictive substances (including prescription medication) have been consumed. A good gauge for alcohol consumption at public events, is that you always remain under the legal driving limit. It is also recommended that Pastors do not drink alcohol more than 2-3 times per week. This is **cautionary behaviour**.
- h. You are to advise the Lead Pastor within 3 days of notice of any legal action brought against you. This is **prohibited behaviour**.
- i. You must disclose to the Lead Pastor any intention or plans to take legal action against an individual or an entity prior to commencement of any action. This is **prohibited behaviour**.

### 4.3 SEXUAL INTEGRITY

a. Pastors shall uphold the C3 Statement of faith in relation to sexuality; i.e. *“Sex is a gift from God for procreation and unity, and it is only appropriate within and designed for marriage”* and *“Marriage was instituted by God, ratified by Jesus, and is exclusively between a man and a woman. It is a picture of Christ and His church.”* It is **prohibited behaviour** to act or promote any lifestyle that is contrary to the C3 Global Statement of Faith.

b. Pastors shall act with sexual integrity.

This includes:

1. not engaging in sex outside of marriage;
2. not engaging in sexually abusive behaviours;
3. not sexualising pastoral or workplace relationships, e.g. sexualised comments, flirtatious actions or comments, undressing or being inappropriately dressed;
4. not engaging in prostitution;
5. not visiting brothels and other places associated with the sex industry without a legitimate (Supervisor approved, ministry related, communicated and documented) purpose;
6. not viewing, possessing, producing or distributing restricted material containing sex or nudity without a legitimate purpose and only in the presence of your Supervisor/Location Pastor;
7. not viewing, possessing, producing or distributing any form of child pornography or child exploitation material;
8. not engaging in sexual grooming, i.e. acts aimed at preparing a group or a person to conceal the sexualisation of a relationship;
9. avoiding situations where you are vulnerable to temptation or where your conduct may be construed as a breach of the standards of sexual conduct in this Code;
10. ensuring a high level of accountability and collegiate support with any involvement in pastoral ministry to persons in the sex industry;
11. not engaging in transgender behaviour.

**All these behaviours are prohibited.**

c. If you begin to develop romantic feelings towards a person you are in a pastoral relationship with (or on a team with): acknowledge to yourself that your feelings will impact and confuse the pastoral relationship; disclose the nature of the relationship to your Supervisor as soon as possible to ensure accountability and prevent misunderstanding and (if applicable) make alternative arrangements for ongoing individual pastoral ministry. This is **cautionary behaviour**.

#### 4.4 FINANCIAL INTEGRITY

- a. Pastors shall act with financial integrity.  
This includes:
1. not making personal loans to the church in any amount;
  2. not securing any borrowings for church against houses or assets of any kind owned by members, individual or corporate, in your own or someone else's congregation;
  3. not using money given for any purpose other than what it is given or solicited for;
  4. any personal gift (excluding family financial gift/inheritance) with a local currency value higher than the equivalent value of AUD1,000, must not be received in secret. You must clarify with the giver the purpose of the gift and inform the Lead Pastor, before agreeing to accept the funds. Financial gifts of the aforementioned value that are received anonymously, must also be disclosed to the Lead Pastor;
  5. honorariums with a local currency value higher than the equivalent value of AUD1,000, must be disclosed to the appropriate Supervisor and in the case of the Lead Pastor, to the Board Secretary, within one week of receipt;
  6. Pastors must discuss with the Lead Pastor before engaging in any business activity with church members;
  7. Pastors must not engage in any multi-level marketing, nor be 'hosts' to multi-level marketing business events (e.g. Tupperware parties) where congregants are or may be involved, without permission from your Supervisor.

**All these behaviours are prohibited.**

- b. Pastors are to carefully manage any potential conflict between personal finances and pastoral responsibilities. Pastors must not show favour or treat wealthy congregation members differently and also be aware of any person trying to 'buy' approval, favour or position through gifts and 'over-the-top' generosity. This is **cautionary behaviour**. Any personal gift or bequest over \$1000AUD must be disclosed to the Lead Pastor as above. This is **prohibited behaviour** (2 Corinthians 8:21; James 2:1-4).
- c. Pastors must avoid personally borrowing money from, lending money to, or gifting on a regular basis, a person with whom there is a pastoral relationship. If this does occur, it must be disclosed to the Lead Pastor. This is **cautionary behaviour**.
- d. Pastors must exercise caution with tax minimisation strategies and must not improperly use fringe benefit allowances, travel and/or any other allowances. This is **cautionary behaviour**.
- e. Pastors must not seek additional personal (or familial) advantage or financial gain because of a pastoral role. This is **prohibited behaviour**.
- f. Pastors cannot openly or subtly ask congregants for money for any personal reason (excludes family members). This is **prohibited behaviour**.
- g. Pastors must be prudent in managing their spending and avoid getting into high debt. Wise counsel is encouraged before engaging credit cards and loans. If debt is compounding, regularly rising or unmanageable, Pastors must involve their Supervisor as early as possible. This is **cautionary behaviour**.

## 4.5 MINISTRY TO CHILDREN

- a. All Pastors shall abide by the C3 Australia Safe Church Policy and Guidelines and are required to complete the *Department of Communities* online Mandatory Reporting training.
- b. In particular, when ministering to children, Pastors will:
  1. Listen to and take seriously when they disclose they or someone else is at risk of harm and report it to their Safe Church Representative. This is **prohibited behaviour**.
  2. Only conduct a ministry with children in a recognised ministry context e.g. LIFEkids programs and with the knowledge and permission of the children's parents/guardians. This is **cautionary behaviour**.  
To the extent practicable, avoid being alone with a child or group of children; This is **cautionary behaviour**.
  3. Make sure that children are appropriately supervised at all times. This is **prohibited behaviour**.
  4. Where individual or small group ministry is needed, ensure it occurs in the presence of adults, in a public place or at a location with high visibility. This is **cautionary behaviour**.
  5. Not administer corporal punishment to children (apart from your own children, and then this must be within the bounds of the law). This is **prohibited behaviour**.
  6. Take care with physical touch of a child, so that it is not confusing to the child and is not able to be misconstrued as being inappropriate, intimate or sexualised touch. This is **cautionary behaviour**.
  7. Make sure that no children's activity includes secret initiation rites and ceremonies, nudity or engagement in sexualised conduct. This is **prohibited behaviour**.
  8. Ensure no child is offered access to restricted materials containing nudity or anything sexual. This is **prohibited behaviour**.
  9. Ensure no child is offered drugs or alcohol. This is **prohibited behaviour**.
- c. If you know or reasonably suspect that a child is at risk of harm from child abuse, you are to report this to the appropriate civil authorities and/or the Safe Church Representative. A breach of this standard is **prohibited behaviour**.
- d. If you know or reasonably suspect that another member of C3HH at any location has abused a child, you are to report this to the appropriate civil authorities and/or the Safe Church Representative. A breach of this standard is **prohibited behaviour**.
- e. You must not engage in poor administrative practices in relation to child protection reporting (including reportable conduct and domestic violence). A breach of this standard is **prohibited behaviour**.

## ACKNOWLEDGMENTS

We acknowledge that this Code of Conduct used as source material the Codes of Conduct of the following Christian Churches and Organisations: Australian Christian Churches, the Anglican Church of Australia, The Church Missionary Society and Australian Fellowship of Evangelical Students. C3 Church Australia has also partnered with Safe Ministry Resources P/L in the development of this Code of Conduct.

## PASTORAL CHARGE

*By grace, through faith, we charge you with these  
Biblical leadership mandates*

Be co-labourers with Christ as He builds His church. Be shepherds of the church of God, which Jesus bought with His own blood. Let Christ's heart for this church community and His love for those in this region compel you.

Fan into flame the gifts of God within you. Lead with wisdom and humility. Lead with strength and courage. For God has not given you a spirit of fear, but power, love and self-discipline.

Study the Word of God, believing, preaching and teaching it, in season and out of season; correct, rebuke and encourage with great patience and careful instruction.

Manage your own family well, in a manner worthy of full respect. Set an example to the believers with your speech, conduct, love, faith and purity.

Build disciples. Build disciple-makers. Equip God's people for acts of service, so that the body of Christ may be built up.

In the power and enabling of the Spirit; fight the good fight of the faith; guard what has been entrusted to your care.

We charge you to be diligent in these matters; give yourself wholly to them, so that everyone may see your progress. Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.

We give you this charge in the presence of these witnesses and in the name of the Lord Jesus Christ. Amen and Amen.



Ps Jason and Emma Schroeder  
C3 Western Australia Overseers



## C3 GLOBAL STATEMENT OF FAITH

*We believe:*

1. That there is one God, eternally existing as three Persons: God the Father, God the Son, and God the Holy Spirit.
2. In God the Father, the Almighty, Creator of heaven and earth, all things visible and invisible.
3. That God the Son, Jesus Christ, is Lord. We believe in His virgin birth, His sinless life, His victorious and atoning death, His bodily resurrection, His ascension to the right hand of the Father, His constant intercession for His people and in His imminent return and everlasting reign.
4. In God, the Holy Spirit, who is God's presence and power on the earth. He reveals Christ to people. He inhabits and transforms the lives of believers. We believe in His ongoing role to empower the Christian life.
5. In the existence of an unseen spiritual realm and beings, including the great enemy of God and man, Satan, who led a rebellion against God and wars against Him and mankind to this day. We believe Christ has triumphed over darkness and this victory will be seen into eternity.
6. That on account of sin, all people are spiritually lost and in need of salvation, which God gives by grace, through faith in Jesus Christ. We affirm the resurrection of the dead, both the saved and the lost, the first to everlasting life and the latter to everlasting separation from God.
7. That the Bible is the infallible Word of God, living and active. It is God's revelation to humanity, inspired by the Holy Spirit. It is authoritative, timeless truth and is the foundation of all Christian doctrine.
8. That Christian marriage was established by God, confirmed by Jesus, and is between a man and a woman. We believe that sex is a gift from God designed for intimacy and procreation within marriage.
9. That the church is the body of Christ. We believe that God's people are to regularly gather to worship, to pray, to receive teaching from the Word of God and Communion.
10. We are a Pentecostal movement. We believe in the operation of spiritual gifts, which are given to believers for the upbuilding of the church. This includes the gift of tongues. We believe that all Christians can expect to be baptized in the Holy Spirit and can experience being filled with the Holy Spirit on innumerable occasions.

Signed: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_