



C3 AUSTRALIA CODE OF CONDUCT FOR CREDENTIAL HOLDERS

1. PURPOSE

As mandated by Scripture, Church Leaders are to live a life that is above reproach. C3 Church Australia Ministers represent Christ and the C3 Global movement at all times.

The purpose of this document is to clarify standards and expectations for all C3 Australia Credential Holders (i.e. those Credentialed by C3 Global to minister in C3 churches in Australia).

It is intended to guide the behaviour of Credential Holders. It is articulated to assist them to serve in such a manner that it will cause our churches 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.

This code of conduct contains standards designed to identify areas, articulate relevant principles, note areas of caution, and state what is clearly prohibited in terms of biblical conduct for Credential Holders. Therefore, this is an important document for determining whether a person has committed misconduct. Misconduct is generally regarded as behaviour that in all circumstances is an inappropriate or incorrect way of discharging a Credential Holder's duties, obligations, or responsibilities.

The C3 Australia Code of Conduct for Credential Holders forms part of and is supplementary to the C3 Global Policy Document.

It is expected that (Credential Holders of) C3 Church observe the following requirements.

1. Devotion to the Word of God and Prayer
2. Observance in Conduct of the New Testament guidelines for Credential Holders (1 Tim 3:1-10 & 6:11-15; Titus 1:5-9)
3. Commitment to the Chain of Command in the Fellowship. This means in general obedience and accountability to those above you. This means agreement to terms of discipline arrived at by the C3 Global Executive Team in the case of any moral lapse or failure that requires disciplining. Accountability relates to an "open book" policy regarding finances, board meetings, church policy, church leadership, personal and private lifestyle.
4. Subscribe to the C3 Global Statement of Faith.

2. SCOPE

This Code applies to all Credential Holders in C3 Church Australia. It contains clear boundaries for Credential Holders setting both prohibited and cautionary behaviours.

A breach of a "**Prohibited**" provision will always be misconduct and will result in disciplinary action. A breach of a "**Cautionary**" provision, depending on the circumstances may be misconduct and may result in disciplinary action.



In relation to disciplinary action this Code works in tandem with the C3 Australia Ministry Standards Investigation Procedure.

Restoration to public ministry is possible but not guaranteed if the person shows proper repentance to God and His church (or representatives). If a person voluntarily confesses their failure and duly repents they can be restored, but again this cannot be guaranteed. If they are forced into admission without repentance, then they cannot be restored quickly, if at all.

Restoration to the status of Minister/Pastor is dependent upon humility of heart, change of lifestyle, evidence of the fruits of repentance and the consideration of the C3 Australia Executive in consultation with the Regional Director (C3 Global Policy).

3. BEHAVIOURAL EXPECTATIONS FOR CREDENTIAL HOLDERS

3.1 MINISTRY MATTERS

- a. You are to abide by all C3 Global and Australian policies (including the C3Global Statement of Faith), procedures and directives. It is **cautionary behaviour** to act in contravention to the movement policies, procedure and directives.
- b. Jesus modelled servant leadership and called His followers to the same. It is **cautionary behaviour** for you to use your position or 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; or 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 Church Australia, including but not limited to, commercial ventures, political beliefs, vent personal needs, injustices or angers. This is **cautionary behaviour**.
- e. You are to care for other Credential Holders, protecting their integrity, avoiding appearances of gaining at others expense and resolving misunderstandings expeditiously. This is **cautionary behaviour**.
- f. You are to act in the best interests of those to whom you are ministering. Any potential conflict of interest must be managed appropriately. This is a **cautionary behaviour**.
- g. You are not to discriminate between people to whom you are ministering. This is a **cautionary behaviour**.



- h. 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 expert external advice. This is **cautionary behaviour**.
- i. 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 a **cautionary behaviour**.
- j. You are to be aware of the dangers of dependency developing in pastoral relationships. Seek advice from your overseer or the C3 Australia Executive team when such concerns arise. This is **cautionary behaviour**.
- k. **It is prohibited** to engage in or encourage communications that slander or defame others. Your commitment to the leadership of C3 Church is to be manifested in the active discouragement of criticism and slander of such. You shall not be a divisive influence in this fellowship.

3.2. 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 a **prohibited behaviour**.
- b. Do not abuse people emotionally, financially, physically, sexually, spiritually, socially or verbally. **Prohibited behaviours** include bullying, unlawful discrimination, grooming, harassment, intimidation, neglect, 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 a **prohibited behaviour**.
- d. Do not engage in any racism. This is a **prohibited behaviour**.
- e. Do not steal property belonging to others, including intellectual property including music, spoken or written word. This is a **prohibited behaviour**.
- f. Extreme caution must also be exercised 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. This is **cautionary behaviour**.



3.3. SEXUAL INTEGRITY

- a. Credential Holders 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 contrary to the C3 statement of faith in relation to our position on human sexuality.
- b. Credential Holders shall act with sexual integrity.
This includes:
1. not engaging in sex outside of marriage or disgraceful sexualised behaviour;
 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 purpose;
 6. not viewing, possessing, producing or distributing restricted material containing sex or nudity without a legitimate purpose;
 7. not viewing, possessing, producing or distributing any form of child abuse 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. any involvement in pastoral ministry to persons in the sex industry without safeguards and a high level of accountability and collegial support.
 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: acknowledge to yourself that your feelings will impact and confuse the pastoral relationship; disclose the nature of the relationship to a supervisor to ensure accountability and prevent misunderstanding; and make alternative arrangements for ongoing individual pastoral ministry and cease providing individual pastoral ministry to that person. This is **cautionary behaviour**.

3.4. FINANCIAL INTEGRITY

- a. Credential Holders shall uphold the C3 Global Policy standards for financial integrity including:
1. You shall not make personal loans to the church in any amount.
 2. You shall not secure 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.

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3. You shall use money given only for the purpose it is given or solicited. You shall not use it for any other purpose.
 4. If you receive a personal, substantial gift from a member (local currency that is higher than the equivalent value of \$5,000AUD) you must clarify with the giver as to the purpose of the gift and inform your local Church Board. These are all **prohibited behaviours**.
- b. Credential Holders are to carefully manage any potential conflict between personal finances and pastoral responsibilities. If there is anything that could lead to a conflict of interest, then it must be immediately disclosed to the Church Board. It is important to disclose to the Local Church Board any personal gift or bequest (2 Corinthians 8:21; James 2:1, 2-4). This is a **prohibited behaviour**.
 - c. A Credential Holder must avoid personally borrowing money from, or lending money to, a person with whom there is a pastoral relationship. If this does occur it must be disclosed to the board of the local church. This is a **cautionary behaviour**.
 - d. Particular care must be exercised in the appointment of a spouse or family member to a paid position in the church or ministry. It must be done only with careful consultation with the Church Board. This is a **cautionary behaviour**.
 - e. **TAXATION:** A Credential Holder must exercise caution with tax minimisation strategies and must not improperly use fringe benefit allowances, travel and/or any other allowances. This is a **cautionary behaviour**.
 - f. A Minister must not seek additional personal advantage or financial gain because of a pastoral role. Naturally, this includes any benefit to a spouse and/or immediate member of his or her family. Various professions forbid dual relationships (2 Timothy 2:4). A Credential Holder must disclose to their Church Board any situation that could be viewed as a dual relationship, including business agreements. This is **prohibited behaviour**.
 - g. Credential Holders must not use their position of authority to coerce or pressure their Local Church Board with regard to historical non-payment of stipend, wages, allowances or entitlements, including superannuation and leave. In such cases there must be a transparent process of consultation between the Credential Holder, Local Church Board and Overseer. Financial means of the church must be taken into account in such consultations. This is **prohibited behaviour**.

3.5. MINISTRY TO CHILDREN

- a. Credential Holders shall abide by the C3 Australia Safe Church Policy and Guidelines.
- b. In particular Credential Holders, when exercising ministry to children shall:
 1. listen to and take them seriously when they disclose that they or someone else is at risk of harm, and report it to your supervisor and the appropriate civil authorities (**cautionary behaviour**);
 2. only conduct a ministry with children in a recognised ministry context (such as a local church) and with the knowledge and permission of the children's parents/guardians (**cautionary behaviour**);

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3. to the extent practicable, avoid being alone with a child or group of children;
 4. make sure that children are appropriately supervised at all times (**cautionary behaviour**);
 5. 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 (**cautionary behaviour**);
 6. you are not to administer corporal punishment to children (apart from your own children, and then this must be within the bounds of the law) (**prohibited behaviour**);
 7. take care with your physical touch of a child, that this is not confusing to the child and is not able to be misconstrued as being inappropriate, intimate or sexualised touch (**cautionary behaviour**);
 8. make sure that no children's activity includes secret initiation rites and ceremonies, nudity or engagement in sexualised conduct (**prohibited behaviour**);
 9. no child is to be offered access to restricted materials containing anything sexual or nudity (**prohibited behaviour**);
 10. no child is to be offered drugs or alcohol (**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. A breach of this standard is **prohibited behaviour**.
- d. If you know or reasonably suspect that another member of the local church or a church worker has abused a child, you are to report this to the appropriate civil authorities. 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**.

4. DEFINITIONS

The definitions for the Code of Conduct are found in the C3 Australia Ministry Standards Investigation Procedure.

5. ACKNOWLEDGMENTS

C3 Church Australia acknowledges 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.