

HCAC Code of Conduct for Ministry Leaders, Staff, Volunteers & Members

Purpose

As ministry leaders, including all paid or volunteers, and members, in the life and mission of the church, we are entrusted with the care of others and called to reflect the love, truth, and holiness of Jesus Christ. This Code of Conduct outlines the expectations for those serving in ministry roles, to foster a safe, respectful, and Christ-centered environment for all.

1. Personal Character and Spiritual Integrity

As a ministry leader/volunteer/member, I commit to:

- Cultivate a growing relationship with Jesus Christ through regular prayer, scripture reading and fellowship.
- Live a life of integrity, both in public and private, recognizing I am a representative of Christ and His church.
- Refrain from illegal, immoral, or unethical behavior, including gossip, slander, lying, substance abuse, or sexual misconduct.
- Practice humility, repentance, and accountability, seeking help when I struggle.

2. Respect and Safety in Relationships

As a ministry leader/volunteer/member, I will:

- Treat all individuals with dignity, fairness, and kindness, regardless of age, background, or ability.
- Commit to creating emotionally, physically, and spiritually safe environments, free from bullying, manipulation, or harassment.
- Respect personal and professional boundaries, especially with children, youth, and vulnerable adults.
- Avoid situations where I am alone with a child, youth, or vulnerable person unless clearly authorized and appropriate.

3. Appropriate Use of Authority and Influence

I will not use my role to:

- Exploit, coerce, or control others.
- Engage in romantic or sexual relationships with those I serve in a position of power or authority over, including minors or direct mentees.
- Push my personal agenda or cause division within the church community.

I will instead:

- Serve with humility, stewarding my influence with care and accountability.
- Report concerns or misconduct to appropriate church leadership promptly.

4. Communication and Technology Use

I will:

- Communicate respectfully and transparently in person and online.
- Use social media, texts, and emails in ways that uphold trust, do not blur boundaries, and are appropriate for ministry.
- Avoid private digital communication with children or youth without parental awareness and consent.

5. Teamwork and Submission to Church Leadership

I commit to:

- Serve under the authority of church leadership and in alignment with the church's mission, values, and policies.
- Participate in required ministry training and background checks.
- Cooperate with supervision, feedback, and ongoing spiritual formation.
- Step aside temporarily or permanently if personal struggles, misconduct, or conflict arise that hinder my ability to serve well.

6. Mandatory Reporting and Accountability

I understand that:

- I am responsible for reporting any suspected abuse, neglect, harassment, or serious misconduct to church leadership or appropriate civil authorities as required by law.
- Failing to uphold this Code of Conduct may result in removal from ministry roles.

**Any questions please contact either the Safe Church Committee
or the Board of Elders**