

(本文以英文版爲準)

作為這個教會的事奉者，我們認知參加教會每個人都需要相信，在他們中會受到照顧，培養和鼓勵，並保護他們免受靈性，身體和情感上的傷害。

a.我們通過以下方式與上帝建立關係：

- 定期參予教會的活動和事工。
 - 參加查經小組及注重個人靈修。
 - 恆常在私禱及公禱中記念各人及教會事工。
 - 於教會的工作投放時間和金錢，表達對神感恩。
- b. 我們通過以下方式服務他人,建立健康關係：**
- 愛護我們的家庭;注意事工對他們的影響。
 - 當教導及行使權力時,要尊重對方。
 - 堅持保密;不要向任何人(包括配偶)透露,未經提供信息的人同意,不可透露任何機密信息(有例外情況,如存在法律義務或護理需要)。
 - 事奉團隊要合作,隊員間在事工要協作,因此你可能需要其他人的建議。
 - 說建立別人的話;不要嘲笑或使人尷尬。
 - 避免(在事工上)向有牧養關係的人進行輔導。
 - 如牧養對象可能會引發與你有曖昧關係,則需要安排更換其他人進行牧養。
- c. 作為基督徒事奉人員,我們需要：**
- 對我們團隊負責,守望,保護彼此的誠信,例如不可單獨與一個幼童或脆弱成年人一起。
 - 當察覺有嚴重不當行為和/或虐待事情發生,要根據教會程序報告。
 - 以誠信溝通,包括負責任和明智地使用電子通訊
 - 在困難的牧養事情上,承認欠缺,所需的技能,要尋求主管或教派領袖的幫助。例如幫助受虐待者,或需專業輔導者。
 - 不應取奪他人的財產,包括知識產權(版權)。
 - 不故意製造虛假,誤導,欺騙性和誹謗陳述。
 - 不得對任何人(包括你的家人)進行欺凌,情感虐待,騷擾,身體虐待,性虐待,性行為不端,性騷擾或精神虐待。
 - 從事公民抗命時,不應參與或故意挑起暴力行為。
 - 對自己使用成癮物質和行為負責(例如處方/酒精)
 - 不使用任何違禁物質。
 - 純潔對待性。性是上帝的禮物,我們應以健康及上帝指引的方式表達我們的性行為。例如:性親密應在婚姻關係範圍內,不要看色情電影。親密關係是兩相情願,要光明正大及小心不能自控。
 - 財務處理要有誠信,要負責任和有透明度。
 - 除了工資,公認的津貼和扣除外,不要從你的職位中尋求個人利益或經濟獲益。
 - 如我們因任何刑事或嚴重犯罪被調查,要向教會領導層披露。

- i) 輕微：每個人都有罪，但可以悔改並被寬恕（約翰一書 1:9）如不是牽涉民事或刑事法時，勸戒不要再犯。如有困難，當事人該聯絡他團隊的領導或主管並接受幫助（例如輔導）。在發生這種情況時，可能要當事人離開他的職位。最重要是要保密處理此類問題。
- ii) 不自覺：並非所有事奉者都會理解 “不可接受的” 行為。即使在解釋守則後，有些人可能不知道他們表現出不可接受的行為。事奉者要公開糾正並謙卑改正此行為，並以聖經原則勸戒。如需要，要將犯事者撤離他們的職位。
- iii) 經常性：有些違規行為不涉及民事或刑事法，但在教會仍然是不可接受的。領導者已經意識到他們的行為屢勸不改：
 - a) 教會主管會見當時人，並勸其行為需要改變（不超過 3 次會議）。
 - b) 如果行為繼續，教會領袖們將安排另一次會議來解決這種行為，停止聚會。
 - c) 如果此行為在會議後繼續，仍以尊重及保密方法請當事人暫停服侍一段期間，如果他們願意，提供輔導改變他們的行為。 注意：所有會議都要詳細記錄，並提供副本給有關人仕。
- iv) 違反法律或濫用指控：關於虐待或嚴重不當行為的指控要按浸信聯會程序交給適當的政府部門處理。

姓名: 簽交一份, 自己留一份 日期: 簽署: 只須簽署英文本

ISLINGTON BAPTIST CHURCH - Volunteer Leaders code of conduct - Our Copy

This Leaders' code of conduct (code) outlines ministry appropriate boundaries, rather than assuming that people know the boundaries. It applies to all church leaders/workers - both volunteer and paid.

As the leaders of this church we acknowledge that everyone who attends our churches needs to be confident that they will be cared for, nurtured and encouraged as they grow and at the same time, protected from spiritual, physical, & emotional harm.

Therefore we commit to the following ministry standards:

a. We minister out of a relationship with God by

- joining regularly in the life and ministry of the Church.
- studying the Scriptures in private and in groups.
- praying regularly in private and in fellowship with and for the people and ministry of the Church.
- giving of our time and finances to the work of the Church, as an expression of your gratitude to God.

b. We serve others in the context of healthy relationships by:

- loving and caring for our families; paying attention to the effect of ministry on them.
- treating others with respect; teach and exercise authority respectfully.
- upholding confidentiality; do not disclose to anyone (including spouse), any confidential information without the consent of the person providing the information. (There is an exception where there is a legal obligation or a duty of care issue.)
- being a team player; cooperating with other ministry leaders, there will be areas that overlap and someone else may have the advice that you need.
- using words that build up; do not ridicule or embarrass people.
- avoiding ongoing counselling of people with whom we have pastoral (ministry) relationships.
- making alternative arrangements for pastoral ministry for any person with whom we may develop an appropriate romantic relationship.

c. As Christian Leaders we will:

- be accountable to our team, watch out for each other and protect each other's integrity, e.g. never alone with one child or vulnerable adult.
- report our concerns about serious misconduct and/ or abuse according to church procedure.
- act in the best interests of those we serve.

- treat every program participant equally, 'no favourites'.
- communicate with integrity, including accountable and wise use of electronic communication.
- acknowledge when we are out of our depth, 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 a supervisor or denominational leader
- not take property belonging to others, including intellectual property (copyright)
- not knowingly making false, misleading deceptive, or defamatory statements.
- not engage in bullying, emotional abuse, harassment, physical abuse, sexual abuse, sexual misconduct, sexual grooming or spiritual abuse of any person, including your own family.
- not act violently or intentionally provoke violence when engaged in civil disobedience.
- be responsible in our use of addictive substances and services (e.g. prescriptions / alcohol).
- not use any prohibited substance.
- act with sexual purity. Sexuality is a gift from God. We will express our sexuality in healthy and God directed ways. For example; sexual intimacy within the confines of the marriage relationship, do not view pornography and romantic interactions will be meaningfully consensual with power imbalances transparently managed.
- act with financial integrity, including having accountable and transparent systems in place for in financial matters.
- not seek personal advantage or financial gain from your position, other than in wages, recognized allowances and deductions.
- disclose to the church leadership if we are or have been investigated for any criminal offences or have any knowledge of serious criminal activity.

When the code is breached

- Minor: Everyone is capable of sin but can repent and be forgiven (1 John 1:8-9). It stands to reason then, that the code can be breached. When this happens in an area that is not a breach of civil or criminal law, simply cease the conduct. If this is difficult, the person should see their team leader or supervisor about receiving help (e.g. counselling). In some cases it may be necessary to step a person aside from their duties whilst this takes place. It is crucial to deal with such matters confidentially and sensitively.
- Unknown: Not all leaders will understand 'unacceptable' behaviours. Even after explaining the code some may be unaware they are exhibiting unacceptable behaviours. Leaders need to be open to correction and humble enough to modify behaviours so as to not discredit the gospel. As above, stepping a person aside from their duties may be necessary.
- Constant: There are breaches that are not a breach of civil or criminal law, but still unacceptable behaviour in a ministry context. Where a leader has been made aware of their behaviour and yet refuses to change:
 - a) the ministry coordinator meets with the person for behaviour review meetings. Communicate required behaviour change (no more than 3 meetings).
 - b) If behaviour continues, a small group of church leaders are to arrange a meeting to address the behaviour. Stepping aside is appropriate at this point.
 - c) If the behaviour/s continues beyond this meeting, then respectfully, and upholding confidentiality, the person will be stood down for a set period. They will be offered help in changing their behaviour via counselling if they are willing.
NB. Written notes of all meetings to be carefully taken and a copy given to all parties.
- Breaches of the law or allegations of abuse: Allegations of abuse or serious misconduct are to be referred to the appropriate government authorities, in line with Baptist Association processes.

Name: _____ Date: _____ Signed: _____