

VISION AND VALUES

As a church we are Christ's Family Serving Others.

PURPOSE

One way we support unity with our vision and values is by having a Volunteer, Leadership and Staff Covenant. This covenant agreement provides direction as to healthy ways for us to relate to God and others, and recognizes that sometimes we fall short of what we seek for ourselves. In seeking safe spaces, we pray that NewDay Church will be a place where all people can be confident that they will be safe, cared for and encouraged as they journey with God. This covenant is a commitment to ourselves, one another, to God and will function as a tool to come alongside each other so that Christ would be our focus.

This covenant sets out for volunteers, leaders and staff, the:

- the ministry commitments
- the minimum behavioral standards and appropriate boundaries
- the obligation to comply with safe church practices
- the steps to be taken in the event of a potential breach to this covenant

SCOPE

The Volunteer, Leadership and Staff Covenant applies to all volunteers, leaders and staff in recognised roles within the life and function of NewDay Church.

COVENANT

As a volunteer, leader and/or staff, I seek to:

- engage in personal spiritual disciplines, including but not limited to prayer, giving and reading the bible etc. (Psalm 1:1-2)
- honor God and His church in the way I speak and act
- maintain a spirit of unity within Jesus' Church including helping NewDay Church to meet its vision and values (Eph. 4:15-16)
- serve others, just as Jesus came to serve (1 Thess. 5:12)
- resolve conflict with others in healthy biblical ways (Matthew 18:15-17)
- uphold and abide by the policies and procedures of NewDay Church
- communicate with truth, integrity and wisdom, including electronically (Prov. 23:23)
- respond to reasonable directions from persons with responsibility for the ministry and/or role I am involved in
- act appropriately with addictive and elicit substances (Eph. 5:18)
- not engage in argumentativeness, divisiveness, bullying, harassment, emotional abuse, spiritual abuse, physical abuse, sexual abuse, act violently or provoke violence of any person (1 Peter 3:9)
- report any concerns about misconduct to the Safe Church Team
- respect confidentiality except where consent is given or the law requires

Additionally, if I am in a leadership and/or staff role, I:



- accept Jesus as my personal Saviour
- support the statement of belief as found at <http://www.newdaychurch.com.au/what-we-believe/>
- will maintain sexual purity inside and outside the covenant of marriage (1 Corinthians 6:12-20)
- treat any ministry participant fairly and equitably
- be part of church life outside of my role (Heb. 10:25)

Additionally, if I am a Ministry staff member, I:

- will uphold the Church of Christ NSW & ACT Ministering Persons Code of Conduct
- understand that a breach of the Church of Christ NSW & ACT Ministering Persons Code of Conduct will be considered a breach of this covenant
- (if I am an Endorsed Minister) agree to participate in, and be bound by the outcomes of any process initiated under the Church of Christ NSW & ACT Procedure for Handling Complaints

If there is a complaint against me relating to a break of this covenant the church leadership may do one or more of the following:

- consider the complaint and determine there to be no necessary action
- come alongside me to understand my actions and heart to discern how to best support me in relationship with Jesus
- provide me with a warning (the maximum of which is two across a two-year period. If this is exceeded then one of the below options will be considered)
- ask me to step down while the complaint is being considered
- stand me down from my role

If the complaint relates to serious misconduct and/or abuse (including Child Sexual Abuse) it will be reported to the relevant government authorities in accordance with legal requirements.

All instances will be treated with grace and understanding irrespective of the outcome.

I agree to participate in any process initiated under the Procedure for Conflict Resolution, Procedure for Handling Complaints against Staff and Volunteers and/or Procedure for Responding to Child Protection Concerns and agree to be bound by the outcomes of any such process, which may include termination of my employment/engagement as a staff member, leader or volunteer within the Church.

All of NewDay Church's Safe Church Policies and Procedures are accessible from the office or via newdaychurch.com.au

SIGNED _____
(Name) (Signature) (Date)