



Being Together

Expectations of behaviour in our church community

Jesus told us to love one another as he loves us. As Christians we know our life together is strengthened when our behaviour is consistent with our faith.

However, our experience of being together can be difficult, particularly when there are differences. So, it is important to be clear about how we will behave towards each other.



Being a community

- We will value the wellbeing and safety of others, especially children and other vulnerable people.
- We will encourage each other to participate in the life of the church.
- We will consider the impact of our behaviour on others.



Relating to each other

- We will protect the safety of all, especially children and other vulnerable people.
- We will treat each other with respect and dignity, irrespective of ability, gender, sexuality, race, age or contribution to the church.
- We will act with integrity and honesty in our interactions with each other.



Communicating with each other

- We will communicate respectfully with others, and not in a way that threatens, belittles or humiliates.
- We will speak with integrity and honesty, and refrain from speculation and gossip.



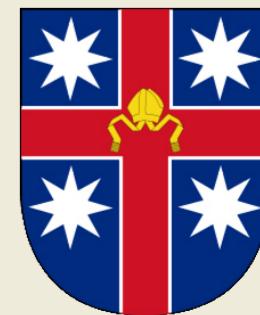
Acknowledging difference

- We will respect those who are different from us and not isolate or ridicule them.
- We will listen to and seek to understand the beliefs, opinions and practices of others, even when we do not share their views.



Responding to conflict

- We will accept responsibility for our part in a conflict.
- We will be willing to play our part in resolving a conflict.



What this looks like...

The purpose of this document is to serve as a reference point for the members of Parish Council about how this code of conduct applies in the context of the Parish Council's own work as it seeks to honour God and advance the Gospel in the Anglican Diocese of Bendigo.

Being a community

- **We value the wellbeing and safety of each other**
- **We encourage each other to participate in the life of the church**
- **We consider the impact of our behaviour on each other**

- I will demonstrate my commitment to and respect for the church, the Parish Council, and to its other members by:
- preparing diligently for its meetings and prioritising attendance at them;
- contributing in a positive way to the good governance and the reputation of the Church;
- understanding the context of the Parish Council's work, including in matters of mission, finance, and governance;
- not disclosing information or documents acquired through membership of Parish Council, other than where agreed by decision of the Parish Council;
- not making statements regarding the business of the Parish Council;
- abiding by the Parish Council's formal decisions.
- I will not engage in conduct likely to bring discredit upon the Church
- I will not derive personal gain or financial interest from membership or business of Parish Council

Relating to each other

- **We protect the safety of all**
- **We treat each other with dignity and respect**
- **We act with integrity and honesty in our interactions**

- I will speak of and speak to other members of the Parish Council as brothers and sisters in Christ who love the Lord and are committed to his service.
- I will seek to make the Parish Council a safe space for all those who participate in its meetings.
- I will exercise objectivity in decision-making and have regard for the interests of all stakeholders in the Church
- I will respect the confidentiality and privacy of all information gained through Parish Council as it pertains to individuals

Communicating with each other

- **We communicate respectfully, not in a way that threatens, belittles or humiliates**
- **We speak with integrity and honesty and refrain from speculation and gossip**

- I will demonstrate respect for others by acting in a professional and courteous manner
- I will be open and transparent in my dealings with others
- I will disclose potential or actual conflicts of interest
- I will consider the impact of my behaviour on others
- I will have proper regard for others' interests, rights, safety and welfare
- I will accept any directive of the Incumbent or Bishop regarding personal behaviour during meetings.

Acknowledging difference

- **We respect those who are different from us and not isolate or ridicule them**
- **We listen to and seek to understand the beliefs, opinions and practices of others, even when we do not share their views.**

- I will accept that Christians sometimes disagree in conscience and good faith on important matters
- I will respect those who are different from me and not isolate or ridicule them
- I will listen to and seek to understand the beliefs, opinions and practices of others, even when they do not share my views
- I will respect the personal boundaries of others
- I will be clear with others about my personal boundaries

Responding to conflict

- **We accept responsibility for our part in a conflict**
- **We willingly play our part in resolving a conflict**

- I will be aware of power imbalances in relationships arising from differences in position or other factors
- I will be aware that people are often more vulnerable than they may appear
- I will be swift to listen, understand and apologise if I think my behaviour has caused offence or been misunderstood
- I will participate in any processes determined by the Incumbent or Bishop to address and resolve conflict.