

Conduct & Behavioural Expectations

for Children and Youth Workers

Preface

This document has been created to provide a clear standard of conduct and behaviour for those who serve as children and youth workers at Queensway Baptist Church. Clearly such a standard is difficult to formulate. Many sins are never seen overtly, and those sins that *are* seen overtly should never be used to consider someone unforgiveable. Therefore we endeavour to strike a balance of expecting good moral conduct without demanding perfection, with a recourse for forgiveness and reconciliation.

We also recognize that not everyone is at the same place in their journey of faith. Clearly those in a teaching role should show evidence of Christian faith. However, it is completely acceptable (in some cases) for those in a non-teaching role to be at the beginning stage of their faith exploration. Therefore we endeavour to strike a balance of setting high expectations of teachers without demanding everyone be a mature Christian.

The following sections of this document constitute an agreement that all children and youth workers must agree to in its entirety. Failure to uphold the terms of this document *may* result in suspension or dismissal from children and youth leadership duties at Queensway Baptist Church in accordance with the "Disciplining Ministry Staff" section of the *Policies, Procedures, and Guidelines for Children and Youth Workers* document.

Parts of this statement have been copied with permission from the "Statement of Ethical Pastoral Conduct" from the Canadian Baptists of Ontario and Quebec.

General Expectations

All who serve as children or youth workers in Queensway Baptist Church are representatives of Jesus Christ and the wider Christian community. As a visible role model and servant leader, I agree to:

- **Live a life that seeks to honour the example of Jesus Christ.** Jesus Christ sets high standards for us: morally, ethically, and relationally. I may not always achieve these standards, but my genuine intent must be to follow his example.
- **Pursue my own personal growth.** Though we are all in different places in life, we will build a more effective ministry if we all endeavour to grow in faith and in leadership. The first step is to adopt the attitude of a continual learner. The second step is to pursue activities that actively develop my faith and leadership (e.g., worship services, small groups, training, etc.).
- **Strive for unity and oppose divisiveness.** I will make every effort to live in harmony with my fellow leaders. I will agree with them publicly and disagree privately. If I am hurt or dissatisfied with anyone or anything I will approach the appropriate people in an attitude of reconciliation. I will not speak ill of my fellow leaders behind their backs. I will not undercut or sabotage anyone else's leadership.
- **Teach with integrity if I am in a teaching role.** I will teach the scriptures with integrity, seeking God's guidance, and preparing diligently. If I am new to faith or in a non-teaching role, I will allow my questions and other contributions to enrich the learning environment and not undercut or compromise our message. (For information about our shared confession as Canadian Baptists of Ontario and Quebec, please refer to the "This We Believe" document available at http://bit.ly/cboq_this_we_believe).

- **Be accountable for my own conduct.** If I am approached with a concern about my conduct, I will do my best to seek reconciliation and restoration as needed.
- **Hold my fellow leaders accountable for their conduct in gentleness.** If I become aware that one of my fellow leaders is "caught in sin," I will gently but courageously encourage him/her to confess the sin and take the necessary steps of repentance and restoration. If the colleague remains unrepentant or unchanged in regards to their sinful behaviour, I will follow the directives of Matthew 18 by contacting church leaders (and police if required by law) and inform them of the situation. (Sins of a particular nature, such as abuse and neglect, must be reported immediately to the proper authorities. See the "Reporting to Authorities" section of the *Policies, Procedures, and Guidelines for Children and Youth Workers* document).
- **Be gracious and accepting if asked to step down from leadership.** If pastoral staff, Council, or the Education and Resources Committee asks for me to step down from leadership, I will graciously do so. This, however, does not preclude me from appealing my dismissal to any of these leadership bodies.

Critical Expectations

As a children or youth worker in Queensway Baptist Church, I agree to:

- Treat all people with dignity regardless of their gender, race, national origin, ethnicity, sexual orientation, age, marital status, physical impairment, or disability.
- Not engage in aggressive or abusive behaviour.
- Not engage in criminal activity of any kind. (This is not to curtail the peaceful conscientious objection to potential government action.)
- Maintain healthy physical and emotional boundaries with those to whom I minister and with those I work alongside. There will be no sexual touching, innuendo, sexual or physical harassment or sexual/crass joking. I will honour healthy and appropriate physical and emotional boundaries understanding the power inherent in the role of a ministry leader.
- Maintain a God-honouring and pure sexuality. I will not engage in extramarital or pre-marital sexual relationships or behaviour. I will avoid pornography.
- Understand and observe my responsibilities in regards to the protection of children and vulnerable persons within my care, and the community at large.
- Conduct all personal and professional financial affairs ethically and responsibly.
- Refrain from illegal drug use and abuse of alcohol (drunkenness) and will seek immediate help for any addictive behaviours.
- Consistently seek to encourage congregation and congregants toward loyalty to and support of Queensway Baptist Church.
- Serve humbly and not abuse the inherent power of being a ministry leader. I will refrain from any form of conduct that exploits another for my own advantage or the advantage of any third person.