

ADELAIDE GOSPEL PARTNERSHIP

Code of Conduct



Policy Overview	
Policy Title	Code of Conduct
Approval Date	April 2026
Next Review Date	April 2028
Responsible Officer	Secretary
Applies to	Committee members, volunteers, contractors
Related Documents/Policies	Statement of Beliefs, Theological Vision Statement, Privacy Policy, Complaints Policy
Version	1.0
Public/Internal	Public

1. Purpose & Rationale

God's grace to us, secured by Jesus' death on the cross, lies at the heart of God's saving plans for the world. As such, God's grace is central to Adelaide Gospel Partnership (AGP). It is great news for our world that, by God's grace, all who turn to God in repentance and faith will experience God's compassion and find that God abundantly pardons. God's grace transforms our lives today. As Titus 2:11-12 reminds us:

“For the grace of God has appeared that offers salvation to all people. It teaches us to say “No” to ungodliness and worldly passions, and to live self-controlled, upright and godly lives in this present age.”

AGP desires that everyone would experience this grace-empowered transformation of life as we rejoice in and proclaim the gospel of Jesus together. Those who lead and serve in ministries associated with AGP play an important role in modelling grace-driven lives. Sadly, we have all seen Christian leaders dishonour God's name through abuse, lack of humility, ungodliness, and other actions, all of which bring great harm to God's name. It also harms the integrity of our gospel witness when these behaviours are not addressed appropriately.

Each of us needs God's grace daily, and for our own good, we want to model a culture of bringing sin to light and aiding one another in our repentance. However, there are some sins and patterns of behaviour, while not beyond the reach of God's saving grace, that require disciplinary action, or even

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removal from roles of leadership. For the glory of God's name, the well-being of his people, and our gospel witness, this needs to be done transparently and with good process. As such, all involved in any activity of AGP are encouraged to raise any areas of concern about the conduct of leaders serving in ministries associated with the AGP committee. The Subcommittee leaders take responsibility for ensuring these principles are embedded in AGP ministry culture at all levels, and the AGP Board will ensure these principles are reviewed regularly. No person is to be engaged as a volunteer working with children where there are any prior convictions relating to violent or sexually related offences.

This Code of Conduct plays an important role in articulating appropriate conduct and behaviour, and in promoting a culture of accountability. It is not intended to be exhaustive. However, it is expected to be comprehensive and applied not only to formal ministry activities but also in our personal lives (including our online lives). It also acknowledges that child protection is paramount and that every child has the right to be safe from harm or the risk of harm at all times. Failure to uphold this Code of Conduct may result in removal from leadership and ministry.

“Conduct yourselves in a manner worthy of the gospel of Christ.”

Philippians 1:27

2. Scope

This Code of Conduct applies to all who hold leadership roles in any ministry of AGP, including, but not limited to, Committee members, volunteers, staff, speakers, small group leaders, seminar group leaders, sub-committee members and others involved in serving in or running events associated with AGP.

3. Doctrinal Expectations of Adelaide Gospel Partnership Leaders

All AGP leaders (including all committee members, speakers and other leaders deemed relevant) are required to formally endorse AGP's Theological Vision Statement and subscribe to AGP's Statement of Beliefs. This should be done by submitting the following agreement to the subcommittee lead for the relevant ministry:

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“I confirm that I have read and agree to the Adelaide Gospel Partnership’s Statement of Beliefs and Theological Vision Statement. I also confirm that I am in good standing with my local church and the leadership of any wider ministries of which I am a part. Signed, [name].”

This agreement can be emailed from the person’s email account and should be filed by the subcommittee lead or a relevant committee member.

4. Definitions

Child	Any person under the age of 18.
Vulnerable person	An individual aged 18 years or older who is unable to protect themselves against harm or exploitation by reason of age, illness, trauma, disability, or any other reason.

5. The Code of Conduct

In response to God’s grace and for the glory of God, all AGP leaders must at all times:

- a. Recognise the power, trust, and limitations of their leadership role, and strive to behave in a manner that is Christlike and worthy of imitation.
- b. Recognise the limits of their personal responsibilities, vulnerabilities, skills, experience and competencies.
- c. Recognise that power imbalances can contribute to unwanted or unintended behaviour occurring, and that individuals may be reluctant to object to, or report, unwanted conduct where they fear repercussions.
- d. Be sensitive to, protect, and respect people from all backgrounds, taking particular care in ministry with children, young people, and other vulnerable persons.
- e. Not abuse, harass, or harm another person (this includes bullying, emotional abuse, harassment, physical abuse, verbal abuse, sexual abuse, domestic abuse, and spiritual abuse), and actively promote a safe environment where harassment or abuse of any kind is neither tolerated nor accepted.
- f. Ensure that the spaces and activities they are responsible for are safe and do not place people at risk of harm.

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- g. Not be alone with a child or vulnerable person away from the presence of other adults (unless they are the parent, legal guardian, or trusted carer of that child).
- h. Not touch a child in a manner that is inappropriate given their age, gender or cultural background.
- i. Not develop inappropriate or special relationships with adults or children that could be perceived as involving favouritism or any form of special treatment.
- j. Not engage in any secretive contact with a child (whether physical or through social or electronic media or in any other way), including making promises to keep conversations a secret, as any disclosure of abuse or neglect must be reported.
- k. Not pursue or become romantically involved with any person under the age of 18.
- l. Where a leader or volunteer who is working with children in an AGP ministry context finds themselves attracted to a delegate, or suspects a delegate may be attracted to them, they must immediately make this known to the ministry leader/coordinator.
- m. Where a leader or volunteer is working with children in an AGP ministry context, the volunteer must wear clothes that are modest and appropriate to the context.
- n. Include vulnerable people (and/or their carers) in discussions about decisions that will significantly affect them.
- o. Report any concerns or suspicions about harmful behaviour and significant risks without bias or partiality, and report any known or suspected abuse of a child or vulnerable person to the relevant authorities.
- p. Commit to upholding a biblical expression of sex and sexuality, maintaining a commitment to faithfulness in heterosexual marriage, and chastity in singleness (with integrity in dating relationships).
- q. Not view, possess, produce or distribute pornography or other restricted material.
- r. Be responsible in their use of alcohol and any other legal substances or activities, and not use, possess, produce, or distribute any prohibited substance.
- s. Act with integrity in financial matters, including being accountable and transparent in the handling of money and possessions.
- t. Not seek or gain personal advantage or financial gain for oneself or another from a position or ministry relationship, other than wages, recognised allowances and deductions.
- u. Not take property belonging to others (including intellectual property, e.g., copyright), seeking to give appropriate respect and lawful honour to the work of others.

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- v. Be committed to truth in all areas of life and not knowingly make statements that are false, misleading, deceptive, or defamatory (including in online communication).
- w. Respect people's privacy by not disclosing or accessing information without a valid reason (see separate AGP privacy policy)
- x. Maintain confidentiality (where appropriate) and refrain from gossip.
- y. Obey the laws of the governing authority, except where those laws would require us to disobey God.
- z. Disclose to the AGP committee if they have previously been or are currently under investigation for any criminal offences.

In addition to the general standards of behaviour outlined in this document, all who serve in any leadership role with AGP are required to hold a current South Australian Working with Children Check (WWCC) and to comply with the legislation of the State and Commonwealth governments.

6. Social Media

All official AGP ministry social media accounts and online platforms will be managed and operated in accordance with applicable age-restriction laws and child safety requirements. Official accounts will not encourage, facilitate, or promote the use of social media platforms by children who are under the minimum age permitted by law or by the relevant platform's terms of service.

Where social and digital media is used in AGP ministries involving persons under the age of 18, only official AGP ministry accounts should be used to contact delegates under the age of 18, rather than volunteers' private accounts. Direct messaging between volunteers and delegates under the age of 18 should be for AGP ministry purposes only, and volunteers are under no obligation to accept delegate friend requests on social media.

Social media site postings should be considered permanent in every instance. Online representations of volunteers in any form must accord with appropriate standards of Christian conduct aligned to this code.

All AGP ministry leaders and volunteers are to act in accordance with applicable age-restriction laws on social media and are not to encourage or assist any young person under the minimum age to create or use social media accounts on restricted platforms.

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7. Reporting

Recognising that we are sinful people in need of salvation, and that we need to hear and respond to those in pain and to seek opportunities for improvement, AGP encourages a culture of appropriate reporting.

Full details on how to make a report can be found in the AGP Complaints Policy, located on our website. Reports will be reviewed by the AGP Committee, who will take action as necessary in accordance with our complaint reporting procedure.

If you have any questions, please contact the Chair of the AGP Committee or email enquiry@agp.org.au.

8. Adoption and Amendment

This Code of Conduct was approved by the Adelaide Gospel Partnership Committee in March 2026. Any amendments must be approved by resolution of the Committee.

9. Review

This policy will be reviewed every two years by the Committee.

10. Related Policies

Statement of Beliefs

Theological Vision Statement

Privacy Policy

Complaints Policy