

# City Church Preston



## Code of Conduct

Version 1

Prepared by: Paul Counsell  
Agreed & Authorised by CCP Directors  
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City Church Preston

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An AOG GB Church



# Code of Conduct

## Introduction

This Code of Conduct defines the vision and values of City Church Preston and the behaviours that support these aims.

It is intended that all staff, volunteers and members of the church contribute to fulfilling this vision, reflecting these values and demonstrating these behaviours.

## Vision and Values

City Church Preston is a community that is committed to:

Living Kingdom, bringing Kingdom

A community of faith, hope and love that is

- missional in connection
- inclusive in practice
- empowering in authority
- meeting to encounter, equip and encourage

We articulate our journey as the people that we are becoming

The people we are becoming ...

- is a community of ordinary people who love God and love each other;
- a people who seek to carry the Kingdom of God with us each day wherever we go;
- a people who seek to serve our communities and our city and who are always looking for ways to bring positive change;
- a people who are inclusive and accepting of everyone, who celebrate uniqueness, who don't judge;
- a people who journey with others to help bring freedom, forgiveness and grace;
- a people of new starts;
- a people who follow Jesus in communicating and demonstrating the love of God and his amazing grace.

We are a people who are becoming His church as Jesus is shaping it.

## Spiritual Health Principles

These ten principles and values are applied to every activity of the church, whether a formal church gathering or an informal meeting of church members. As these principles and values are followed, they will ensure the spiritual health of everyone and ensure that City Church Preston is a safe space for everyone. This is the culture we seek to create.

1. RESPECT - No pressure, intimidation or coercion - recognise and respect the individuals situation and context
2. CREATIVE - Create opportunities, facilitate connections - but no further, even out of passion
3. GRACIOUS - Always operate in grace and never performance
4. FREEDOM - We will never manipulate by guilt or spiritual authority - Avoid all dogmatism
5. CHOICE - Always give people the opportunity to opt in - not force them to have to opt out
6. OPENNESS - Encourage challenge and questioning - Any question is a good question
7. TRANSPARENCY - Transparent ministry - clarity about motives, always accountable, no co-dependant ministry
8. HONESTY - Only ever invite people to take single steps - no escalation
9. ACCOUNTABLE - Leadership that is always visible and accountable
10. RECONCILING - No judging, condemning, humiliation, blaming or making scapegoats

## **Leadership Team Guidelines**

As a Leadership Team we recognise that the whole church will follow where we lead and copy what we model. So we need to be clear about the way we operate and the way we behave, as behaviour generates culture, and a positive culture empowers and releases.

- Be Here Now – fully present & fully involved includes from timekeeping, to energy, to vocalising, to modelling leadership behaviour
- Commit to building and working in team (behaviours will be gracious, non judgemental, respectful, not manipulative)
- Lead by example (if everyone did what I do, would it be better or worse?)
- Standing toe to toe with any and every issue – no fudging of any issue
- All pointing in the same direction – individually take full responsibility to pursue clarity of direction, and implementation of plans. Never waiting to be told but always taking the initiative to understand and voice any concerns.
- Commit to no hidden agendas – all and every agenda on the table and in the open. Bring all thoughts and be willing to share them. A corollary is that we have to work at maintaining relationships so we can maintain the level of honesty. Able to agree to disagree in a non confrontational way.
- Clear rules of confidentiality – all discussions in Leadership Team remain confidential until we agree to brief out. Discussions as a leader outside the team are confidential but are shared within the Leadership Team, when appropriate (such as abuse, illegal activities or issues which affect other leaders)
- Always think with the big picture in mind – put everything in the biggest perspective. Includes thinking laterally or differently, and also thinking vertically or in the details so we assume nothing.
- Build and show respect for team members when in and out of team environment - provide pastoral care and support for each other

## Meeting Protocols

We want our times when we meet together to count and be significant. So here's are the guidelines for meeting together...

- All our meetings (including Sundays, Connect Groups, Bible Connect, CCW, Men Talk) should contain the 3 E's
  - Encounter God
  - Equip disciples
  - Encourage people
- ...always think how you are going to contribute to at least one of those elements. If what you are thinking of doing doesn't fit any of these, then don't include it and ask for guidance.
- Keep our meetings Bible based but about real issues and real people - think, 'how will this help tomorrow'? Be helpful, not just clever.
- Using stories and experience is great, but make sure we make them non attributable (no names or identifying details / places - unless you have explicit permission) and make them short and relevant
- Always use inclusive, gracious and non judgemental language - no rants or 'hobby horse' issues. Talk about 'we' not 'you'
- Reflect that we are a community of faith, hope and love. Practically demonstrate and communicate those characteristics
- Lead people gently - don't force or pressure them. Always let them opt in not have to opt out
- Explain what we are doing, don't leave people guessing. Explain the offering, the gifts of the Spirit, prayer, children's ministries.
- Always pray, prepare and expect the Holy Spirit to speak to you and through you. Make the operation of the gifts of the Spirit a natural and valued expression (Ditch the weird stuff)
- Always signpost that support and prayer is available at the end of the meeting. Clearly articulate how what has been said can be followed up, clarified or supported.

## Principles for Christian Chaplaincy

Increasingly our missional practice leads us as a church and as individuals to have opportunities which can be best described as chaplaincy. This may be within schools, universities, workplaces or prisons, but the same principles apply. These principles work alongside the Spiritual Health Principles and together they ensure that support is delivered in a helpful, safe and sustainable way.

1. We provide a faith based pastoral, support and advisory presence. This will include opportunities for worship, religious observance and faith education.
2. We accept the code of conduct of the organisation with which we work and are answerable to that organisation in the performance of our role.
3. We respect the Diversity and Equality Policies of the organisation. If there is a potential or perceived clash between our faith position and the needs of those we support we will signpost to other chaplains or service who can meet their needs,
4. We will not use our position to proselytise, recognising the autonomy of those we encounter and engage with.

5. We will use appropriate confidentiality and privacy policies, have appropriate relationships with those we serve and refer appropriately to our partners in services.
6. We will encourage clients to be independent and to find their own path.
7. We will seek loving and respectful cooperation both within the chaplaincy team and with other providers of faith based support to the organisations staff and clients
8. We will cooperate with and respect those of other faiths (or none) while being faithful to the beliefs, practices and discipline of our own tradition.
9. We will maintain records in accordance with data protection and safeguarding guidelines ensuring that our activities are duly recorded and scrutinised.
10. We will not act in any way that brings the chaplaincy into disrepute.
11. We will encourage the respectful use of sacred space, whether our own or belonging to others

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