



GRACE CITY
— CHURCH —

Code of Conduct, Complaints and Safe Ministry at Grace City Church

At Grace City Church, we recognise that all of us are sinners who have fallen short of the glory of God (Romans 3:23), so a Christ-centred community that defends our most vulnerable needs to be safeguarded not just by individual efforts, but also by our processes and institution.

As a recognised church within the Anglican Church Diocese of Sydney, we have set out the ethical standards you can expect from workers and staff members at Grace City Church, resources to ensure safe ministry practices, as well as how you can raise complaints and have them addressed.

Standards of Behaviour and Safe Ministry Resources

Guidelines on Pastoral and Personal Behaviour

Every minister, staff member or church worker (whether paid or unpaid) at Grace City Church must comply and be familiar with the ['Faithfulness in Service' Code of Conduct](#) and the Ministry Standards Ordinance 2017.

These codes and regulations outline the strict moral, ethical, and professional standards expected from workers in church ministry, which applies to both their personal relationships and ministry roles. These standards touch on a wide range of topics such as:

- **Pastoral Relationships** – interests of those being ministered to, work environment, non-discrimination, confidentiality;
- **Children** – guidelines on safety, welfare, prohibited material, and reporting risk of harm;
- **Personal Behaviour** – prohibition against any form of harassment, bullying, deception, substance abuse, indiscretion, and infidelity;
- **Sexual Conduct** – sexual abuse, prostitution, adult material and establishments;
- **Financial Integrity** – levels of accountability and discipline in financial management, as well as financial interests that may inappropriately influence personal and ministry conduct.

The list is not exhaustive, and we encourage all members of Grace City Church to know these standards, so we can lovingly support and care for one another to grow in character, as well as identifying abuse and problems before they cause harm.

Guidelines Specific to Children, Youth and Vulnerable People

As part of the Anglican Church Diocese of Sydney, Grace City Church follows the Safe Ministry Guidelines which sets out the standards expected from our leaders, workers and volunteers, specifically as they affect children, youth and vulnerable people. You can find the details here:

- **Safe Ministry Blueprint for Churches** – see [blueprint documents](#)
- **Activity-specific Guidelines** – see [safe ministry guidelines](#)
- **Helpful Resources** – see [policies and practical tools](#) and [public resources](#)
- **Relevant Church Regulations** – see [relevant ordinances](#) applicable to all Sydney Anglican churches

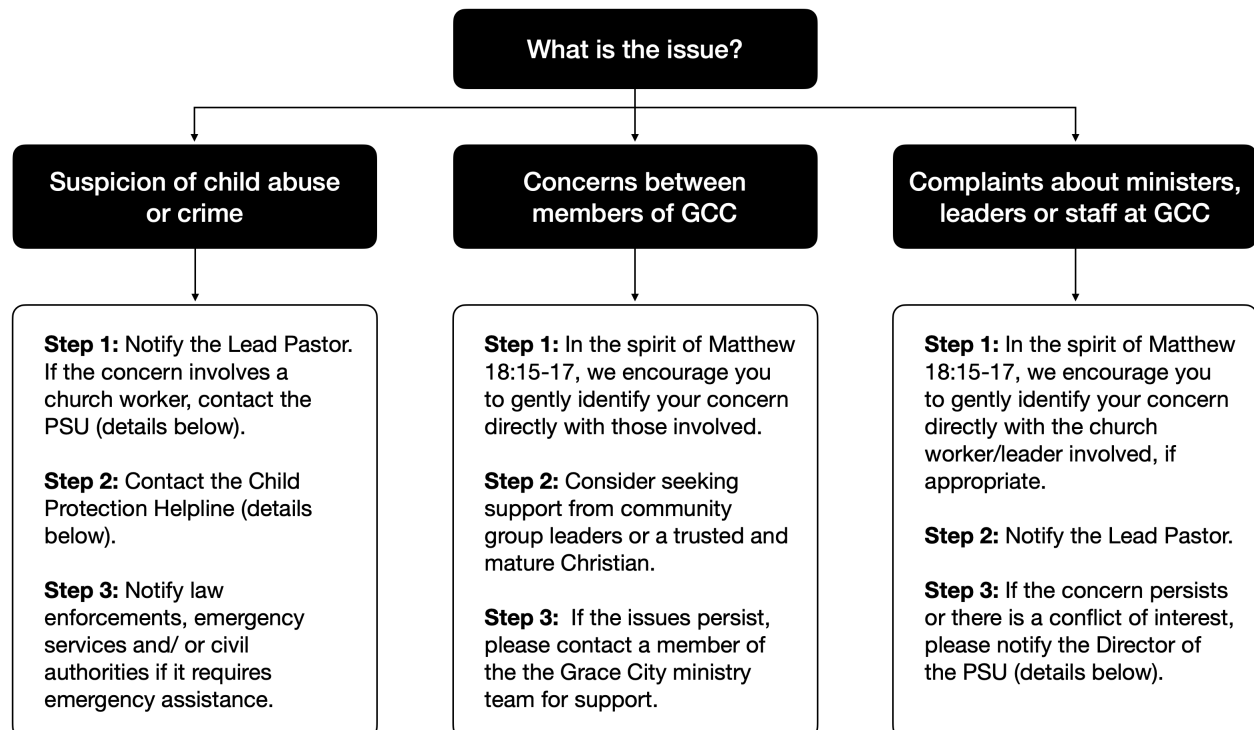
If you want to find out more or make a suggestion, please contact Grace City Church's Safe Ministry Representative below:

Safe Ministry Representative: Sophie Gresham

Email: sgresham631@gmail.com

Raising Concern and Complaints

If you have any issues or concerns in the everyday life of church, we encourage you to consider the following approaches to address problematic behaviour and conduct:



For all concerns or complaints regarding serious misconduct, inappropriate behaviour and risk of harm, or to seek confidential guidance, you can contact the Professional Standards Committee for the Diocese of Sydney, an independent team outside of Grace City Church, which administers the complaints and discipline procedure for clergy and church workers across the Anglican Church Diocese of Sydney

The team is led by the Director of Professional Standards, who [can be contacted](#) through the follow ways:

Abuse Report Phone Line: 1800 774 945

Notify the Lead Pastor by email: tim@gracecity.com.au

Report by email: abusereport@sydney.anglican.asn.au

Report by online form: www.safeministry.org.au/report

Last updated October 2022