



Yeldall Christian Centres

Staff Personal Code of Conduct

Introduction

Yeldall Christian Centres recognises that, in requiring that all staff are Christian, there are many different views about what a Christian is and how you could recognise one. Yeldall Christian Centres is also aware that there are many differing views on what are the essentials of Christian faith.

In this document Yeldall Christian Centres is outlining both the guidelines used to recognise a Christian within our recruitment framework and minimum standards of behaviour that we would understand Yeldall Christian Centres staff members would adhere to.

Yeldall Christian Centres recognises that in doing this, we run the risk of reducing what should be a “relationship” (John 14:5-14) into a “formula”. Yeldall Christian Centres would like to reject that stance from the outset. All change in Christ comes from within. It is impossible to “legislate” (Galatians 3:10-12) someone into a Christian faith. It is possible to give guidance as to the standards of behaviour Yeldall Christian Centres expects from its volunteers, staff and trustees as this gives some understanding of the depth of Christian commitment and relationship (Matthew 7: 15-20).

Church Life

Yeldall Christian Centres recognises that it is essential for all staff to be active participants in the life of a Church or fellowship or group (Hebrews 10: 24-25). Therefore Yeldall Christian Centres will not employ a staff member without evidence of participation in such a group. To evidence this Yeldall Christian Centres would ask that prospective employees provide a “spiritual” referee on their application form. In most cases this would be a church/fellowship/prayer group leader. Yeldall Christian Centres would also expect that a staff member continue to actively seek the support of their Christian family, so that they can continue to receive support in their ministry. Yeldall Christian Centres recognises that there are times when it is necessary to change churches/fellowship/groups and for there to be periods when some staff are not attending a church but we would expect this to only be a temporary phase whilst an alternative is sought. As far as Yeldall Christian Centres is able, as an employer, we would be sympathetic in that situation.

However Yeldall Christian Centres also recognises its responsibility to staff and will ensure, as far as is possible, that working for Yeldall Christian Centres does not unduly interfere in a staff member’s ability to take part in the life of their church/fellowship/group.

Worship

Yeldall Christian Centres believes that our relationship with God is fundamental to the work we do. To help facilitate this there are a number of times in a week when staff are gathered together to support each other, their clients, and their projects in prayer (Acts 2: 46-47). It is anticipated, whenever possible, that staff will support each other (and be supported) in this way. All staff should be prepared not only to participate but also to lead these prayer times, as directed.

Witness

Yeldall Christian Centres recognises that in our witness to those we meet consists not only in what we say but, perhaps more importantly, in how we act. We are called to be “salt and light” (Matthew 5: 13-16) to the world around us.

Yeldall Christian Centres expects the highest standards of honesty, integrity, truthfulness and openness in dealing with those we have contact with (Exodus 20: 1-17; Matthew 5: 37).

Yeldall Christian Centres expects the highest moral standards in our sexual expression as well. For Yeldall Christian Centres that means sexual contact is reserved for your partner within your marriage. Yeldall Christian Centres understands marriage to the union of a man and a woman (Genesis 2:24). Any other form of sexual contact would be viewed as a breach of this code of conduct (Galatians 5: 19-21; 1 Corinthians 9: 6-11).

Our actions are in response to God’s revelations to us, allowing us to display the fruit of the Holy Spirit; “...love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control”. (Galatians 5: 22-23)

Restoration (Galatians 6: 1-2; James 5: 19-20)

Yeldall Christian Centres understands that for each of us our Christian life is a “journey” rather than an “arrival”. None of us is perfect so it should be understood how we support each other through this Code of Conduct.

It is anticipated that most issues will be dealt with within monthly supervision sessions. If confession, repentance, apologies or restitution are necessary they should be effected without delay.

If a breach is persistent or deemed to be so severe that it may have an immediate effect on the ministry of Yeldall Christian Centres then appropriate disciplinary action may be taken (warning, suspension or dismissal). These will be dealt with under the terms of Yeldall Christian Centres Disciplinary Policy.

However in all of these stages it should be emphasised that the desire is to restore/support another in their faith, rather than issuing punishment for failure.