



## Code of Conduct for Leaders for Benedictus Contemplative Church

### Preamble

Benedictus Contemplative Church (Benedictus) is a contemplative worshipping community in the Christian tradition. Members of Benedictus gather regularly for prayer and fellowship, in a variety of groups and settings. These include the main weekly worship service, daily meditation online and in-person, and a range of discussion and reflection groups. We welcome all people who are seeking to deepen their spiritual journey.

The five marks of Benedictus are hospitality, silence, discernment, reconciliation and adventure. These marks shape the culture of Benedictus and express the spirit in which we seek to encounter God, ourselves and others.

This Code of Conduct for Leaders applies to Benedictus employees, including the Director and any other ordained clergy in ministry at Benedictus, Council members, and to all who lead groups, retreats and any other kind of gathering in the name of Benedictus whether paid or on a voluntary basis (referred to collectively in this Code as 'leaders' or 'Benedictus leaders'). The Code operates alongside and in addition to the general law that applies to Benedictus leaders. It does not supplant that law.

The objective of the Code of Conduct for Leaders is to enable Benedictus leaders to create hospitable, safe and generative spaces for participants. It sets out expectations for leaders' conduct. It also provides a link to the Benedictus Complaint Procedure.

### Conduct of Leaders

1. We are committed to being with one another in a contemplative spirit, one that honours the preciousness of each person and seeks their good. The following practices express some of what this spirit looks like:
  - Give and receive welcome.
  - Participation is by invitation, not demand.
  - Embrace silence and reflection, slowing down and allowing people space to be.
  - Value and embrace diversity in beliefs, race, gender, sexuality, and age.
  - We seek to listen, learn and grow together, approaching each other with an open mind and heart.
  - Respect confidentiality.
2. This means, for example, and without limiting what might constitute a breach of this Code, leaders will:
  - a. Ensure that they are familiar with this Code and the policy and procedure documents linked to it.
  - b. Make reasonable efforts to undertake any training opportunities offered by or on behalf of Benedictus for its leaders.

- c. Attend to their own spiritual health and wellbeing so as to be capable of holding space for others.
  - d. Be proactive in seeking advice from the Benedictus Director and/or Council whenever unsure as to the appropriate conduct in a specific leadership context.
  - e. Respect confidentiality. For the purposes of this Code, information is confidential where it is gained in circumstances in which a reasonable person would consider that the information is not to be disclosed to others.
  - f. Comply with all relevant general laws. This includes legislation that applies specifically to religious entities (eg concerning reportable conduct obligations) as well as general law and legislation (eg concerning fraud).
3. This also means, for example and without limiting what might constitute a breach of this Code, that leaders:
- a. Will not engage in bullying or harassment, including sexual harassment, within the meaning of the general law.
  - b. Will not engage in discrimination within the meaning of the general law.
  - c. Will not engage in vilification within the meaning of the general law.
  - d. Will not engage in conduct that physically, emotionally or sexually harms a child. For the purposes of this Code, “harm” has the same meaning as “reportable conduct” in the *Ombudsman Act 1989* (ACT) section 17E and in the Benedictus Reportable Conduct Policy and Procedure.
  - e. Will not engage in any other form of criminal conduct.
  - f. Will not use their leadership role to secure financial or other benefits for themselves or their family. For example, a leader will not use their influence to solicit for business or gifts. Where a gift is made spontaneously to a leader and is not of a trivial value, the leader must declare the gift to the Benedictus Council and follow Council’s advice as to the appropriate response (which might include, for example, return of the gift or donation of the gift to charity).
4. The Benedictus Director will ensure that leaders are provided with this Code and will ensure that leaders understand it and are committed to embodying it in their leadership and the gatherings for which they are responsible.

### How to Make a Complaint Relating to this Code of Conduct

5. The Complaints Procedure for Benedictus Contemplative Church sets out how to make a complaint.