

Kingdom Faith Worship Centre

Code of Conduct & Ministry Ethics

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1. Preamble & Foundational Purpose

The purpose of this Code of Conduct is to provide a clear framework for spiritual leadership, ministry service, and community interaction at Kingdom Faith Worship Centre. This document outlines the biblical, ethical, and practical standards expected of all spiritual leaders, staff members, volunteers, and ministry representatives. It serves to protect the integrity of the Gospel, ensure the safety and well-being of the congregation, and maintain administrative order within the house of God.

2. Core Values & Behavioral Standards

All representatives of the ministry are expected to model behavior that aligns with the scriptural foundations of servant leadership.

- **Integrity and Honesty:** Maintaining absolute truthfulness in teaching, administrative reporting, and interpersonal relationships.
- **Servant Leadership:** Prioritizing the spiritual and physical well-being of the congregation above personal position or ambition.
- **Respect and Dignity:** Treating every individual, regardless of their background, status, or life circumstances, with the dignity befitting someone made in the image of God.
- **Unity and Conflict Resolution:** Commitment to resolving disputes maturely and privately according to biblical principles, avoiding public division or unhelpful gossip.

3. Ministerial Ethics & Pastoral Care

Those entrusted with teaching, counseling, or leading community members must adhere to strict ethical boundaries.

- **Confidentiality:** Information shared during pastoral counseling, prayer requests, or private ministry sessions must be kept strictly confidential, except where disclosure is required by law (such as instances of self-harm, harm to others, or illegal activities).
- **Counseling Boundaries:** One-on-one counseling sessions should always occur in visible, professional settings. Leaders must avoid creating situations that could lead to emotional dependency or the appearance of impropriety.



- **Dual Relationships:** Leaders must not use their spiritual authority to influence personal business transactions, financial investments, or private commercial relationships with congregants.

4. Financial Integrity & Accountability

To maintain transparency and guard the resources entrusted to the ministry, strict financial protocols must be observed.

- **Handling of Funds:** Tithes, offerings, and donations must never be handled or counted by a single individual. A minimum of two unrelated individuals must be present during the collection, counting, and recording of all financial gifts.
- **Separation of Duties:** Individuals responsible for approving expenditures must not be the sole individuals responsible for processing payments or reconciling bank accounts.
- **Personal Gain:** No staff member or volunteer may accept personal financial gifts or valuable favors from congregants in exchange for preferential pastoral care or ministry positioning.

5. Child Protection & Vulnerable Ministry Policy

Protecting the youngest and most vulnerable members of our community is a critical spiritual and legal responsibility.

- **The Two-Adult Rule:** A minimum of two approved, vetted adults must be present in every classroom, youth meeting, or ministry activity involving minors. No leader should ever be completely alone with a child out of sight of others.
- **Screening and Vetting:** All volunteers and staff members working with children, youth, or vulnerable adults must undergo thorough background checks and screening processes before stepping into active service.
- **Reporting Protocol:** Any suspicion, allegation, or disclosure of abuse, neglect, or misconduct involving a minor must be reported immediately to the designated church oversight official and the appropriate legal authorities.



6. Professionalism & Digital Conduct

The standard of conduct extends beyond the physical walls of the church building, especially in digital spaces.

- **Social Media Representation:** Personal social media accounts should reflect values consistent with the ministry. Staff and leaders must refrain from engaging in public arguments, posting divisive commentary, or sharing unverified information that could damage the collective testimony of the church.
- **Ministry Communication:** Official church communication channels, including email lists, messaging groups, and database details, must be used exclusively for ministry purposes. They may not be used for political campaigning, personal business marketing, or unauthorized third-party promotions.
- **Intellectual Property:** All materials, designs, curriculum, and digital assets created by staff or volunteers for church use remain the property of Kingdom Faith Worship Centre.

7. Governance, Review, and Enforcement

A code of conduct is only effective if there is a clear, fair path for accountability.

- **Acknowledgment:** All incoming board members, staff, and active ministry volunteers must read, sign, and date an acknowledgment form confirming they understand and agree to adhere to these standards.
- **Disciplinary Process:** Violations of this code will be handled with a focus on restoration, accountability, and safety. The process involves a formal review by the leadership board, an opportunity for the individual to respond, and potential outcomes ranging from temporary suspension from duties to permanent termination of service, depending on the severity of the infraction.
- **Annual Review:** This document should be reviewed annually by the church leadership and legal counsel to ensure it remains aligned with both spiritual values and relevant regional statutory requirements.