

## **CODE OF CONDUCT – VOLUME 3**

**in respect of the Churches of Christ in NSW & the ACT Professional Conduct Protocols  
(the “Professional Conduct Protocols”)**

**This is Volume 3 of the Churches of Christ in NSW & the ACT Professional Conduct Protocols.**

**The Churches of Christ in NSW & the ACT Professional Conduct Protocols comprises:**

**Volume 1:** Dictionary of Defined Terms.

**Volume 2:** Guide for personal behaviour and practice in ministry.

**Volume 3:** Code of Conduct

**Volume 4:** Professional Standards Unit Establishment and Functions Policy

**Volume 5:** Complaints Procedure

**Volume 6:** Pastoral Response Policy

## INTRODUCTION TO THE PROFESSIONAL STANDARDS SUITE OF DOCUMENTS

The Professional Conduct Protocols is a group of documents intended to assist *Ministering Persons* to act appropriately in their Ministries. The suite of documents:

- contains a dictionary of terms used in the documents;
- outlines standards and expectations of personal and professional behaviour for *Ministering Persons*;
- prescribes behaviour of *Ministering Persons* which if not observed may lead to a complaint against a *Ministering Person* and, if the complaint is upheld, may lead to the imposition of sanctions against that person;
- establishes a professional standards unit to administer the Code of Conduct;
- establishes a procedure to deal with Complaints; and
- ensures pastoral care is available and provided to the Complainants and those against whom Complaints are made.

As to the Professional Conduct Protocols, note:

- for Complainants Volumes 1, 5 and 6 are the principal documents to consider;
- for *Ministering Persons* Volumes 1, 2, 3, 5 and 6 are the principal documents to consider;
- Volume 4 will likely only need consideration in the event a complaint is made;
- Volume 1 contains a dictionary of the terms used in each of Volumes 2 to 6; and
- for the assistance of both Complainants and *Ministering Persons*, some key definitions are also included in other Volumes.

The address and contact details of the Professional Standards Unit Co-ordinator are:

Professional Standards Unit Co-ordinator, Churches of Christ in NSW & ACT  
Suite 301, Level 3, 1B Homebush Bay Drive  
Rhodes NSW 2138  
psu@ccnswact.org.au  
(02) 8573 6000

All communications are kept strictly confidential, subject to the *Professional Conduct Protocols*.

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## 1. Introduction

This *Code of Conduct* ("**Code**") prescribes behaviour which may be subject to sanctions with respect to *Ministering Persons* within *Churches of Christ in NSW & the ACT*.

The Code applies to all *Subscribers*. A person becomes a *Subscriber*:

- (a) by the person ("**Subscribing Person**") submitting the Deed Poll in the form set out in **Appendix A** to this document duly completed and executed by the *Subscribing Person*; and
- (b) by the Subscribing Person's subscription being accepted by *Churches of Christ in NSW* and *Churches of Christ in NSW* informing the *Subscribing Person* they have been accepted as a *Subscriber* to the *Code*.

It is a prerequisite to endorsement under the *Policy for Endorsement of Ministers* that a person be a *Subscriber* under this *Code*.

*Ministering Persons* are expected to model their ministry practices, attitudes and behaviours on the example of Jesus Christ, as he expressed his priestly, prophetic, servant and mutual ministry. *Ministering Persons* are called to high standards of behaviour (1 Thessalonians 5:22), including being accountable to God (1 Corinthians 4:4-5), to one another (Ephesians 4:1-2), and to the community (Titus 2:7-8). It is therefore appropriate that clear expectations are ethics and behaviour are conferred and expressed for each *Ministering Person*.

**The Terms or Definitions used in this document are defined in the *Dictionary*. Some key terms include:**

**Accountable Ministry** means the entity by which the *Ministering Person* is engaged or employed in respect of their ministry or religious employment and to whom the *Ministering Person* is accountable.

**Dictionary** has the meaning set out in Volume 1 of the *Professional Conduct Protocols* and Volume 1 contains the *Dictionary*.

**Ministering Person** means each of:

- (a) a person who is *Endorsed*, or seeks to be *Endorsed*, by CCNSWACT under the *Policy for Endorsement of Ministers*; and
- (b) the members of *Conference Executive* from time to time;
- (c) such persons who from time to time fill roles within each of:
  - *Churches of Christ in NSW*; and
  - *ACOM*,as *Conference Executive* determines and specifies in a resolution of *Conference Executive*.

**Policy for Endorsement of Ministers** means the "Churches of Christ Policy for Endorsement of Ministers in NSW and in the ACT".

**Procedure for Responding to Child Safety Concerns** means the "Churches of Christ Procedure for Responding to Child Safety Concerns in NSW and in the ACT".

**Subscriber** means:

- (a) each subscriber to the Code of Conduct, effective 1 July 2011, of Churches of Christ in New South Wales; and
- (b) each Subscriber to the Code.

## 2. Context

### 2.1 Delegations to *Accountable Ministry*

This *Code* recognises that a *Ministering Person* is primarily accountable to their *Accountable Ministry*. There are many situations and scenarios that should be processed in the context of employment or engagement. When conduct or behaviour breaches the *Minimum Standards* within this *Code* the *Accountable Ministry* must engage the *Professional Standards Unit* for assistance to independently investigate the conduct or behaviour.

### 2.2 Other Policies and Procedures

The *Code* is part of the Professional Conduct Protocols and is to be read in conjunction with the *Dictionary* and each volume of the *Professional Standard Suite of Documents* and the following policies and procedures:

- *Policy for Endorsement of Ministers;*
- *Procedure for Responding to Child Safety Concerns;*
- Marriage Rites of Churches of Christ in Australia.

These documents can be downloaded from the Ministry Portal [www.ministryportal.org.au/myresources](http://www.ministryportal.org.au/myresources).

### 2.3 Relevant Legislation

The following legislation is relevant to this Code.

- NSW Statutory Obligations:
  - *Child Protection (Working with Children) Act 2012 (NSW)*
  - *Children and Young Persons (Care and Protection) Act 1998 (NSW)*
  - *Children's Guardian Act 2019 (NSW)*
  - *Crimes Act 1900 (NSW)*
- ACT Statutory Obligations:
  - *Working with Vulnerable People (Background Checking) Act 2011 (ACT)*
  - *Children and Young People Act 2008 (ACT)*
  - *Ombudsman Act 1989 (ACT)*
  - *Crimes Act 1900 (ACT)*
- Commonwealth Statutory Legislation:
  - *Privacy Act 1988*
  - *Marriage Act 1961*
  - *Fair Work Act 2009; Fair Work Regulations 2009*
  - *Australian Charities and Not-for-profits Commission Act 2012*
  - *Income Tax Assessment Act 1997*

### 2.4 Complaints Procedure

The procedure for complaints in respect of breaches of this *Code* is in the *Complaints Procedure* set out in Volume 5 of the Professional Conduct Protocols. *Complaints* are handled (in their first instance) by the *Professional Standards Unit*.

For advice on specific matters or to make a report to the *PSU*, contact:

Professional Standards Unit Co-ordinator, Churches of Christ in NSW & ACT  
Suite 301, Level 3, 1B Homebush Drive  
Rhodes NSW 2138  
[psu@ccnswact.org.au](mailto:psu@ccnswact.org.au) Ph: (02) 8573 6000

## 2.5 Authorisation

Responsible person	The Executive Ministry Director
Version	1.1
Review date	February 2025

## 2.6 Adoption and Effective Date

Adopted by <i>Conference Executive</i>	3 June 2023
The <i>Effective Date</i>	1 July 2023

## 3. Liability of Subscribers

A *Subscriber* may be subject to sanctions for failure to observe any of the *Minimum Standards* set out in Sections 4 to 9 of this *Code*.

## 4. Sexual Misconduct

### 4.1 Minimum Standards

In this section the *Minimum Standards* are:

- 4.1.1 a person should not engage in *Sexual Misconduct*;
- 4.1.2 a person should maintain chastity while unmarried;
- 4.1.3 if married, a person should not solicit or engage in any sort of sexual activity or sexual relationship with anyone other than the person's spouse;
- 4.1.4 a person should not invite, request, participate in, or condone any behaviour that reasonably could be considered *Sexual Misconduct*, including *Grooming*;
- 4.1.5 a person should not view, access, possess, produce, or distribute any form of pornography or sexually exploitative material of any kind;
- 4.1.6 a person should not engage in, solicit, or provide prostitution, escort, or sex work services of any kind;
- 4.1.7 a person should not ask any questions about the intimate details of a person's sexual life or share details of the person's sexual life, without a legitimate reason;
- 4.1.8 a person should not participate in a sexually explicit conversation by any means including, online activity, social media, apps or gaming, with anyone other than the person's spouse; and
- 4.1.9 a person should not engage in homosexual behaviour, including same-sex romantic relationships.

## 5. Behavioural Standards Towards Children

### 5.1 Minimum Standards

Breaches of this *Code* relating to actions and behaviours towards *Children* are serious and a disclosure or information relating to any breach, or suspected breach, should be reported in line with the reporting obligations as set out in Section 10 of this *Code* and the *Procedure for Responding to Child Safety Concerns*.

In this section the *Minimum Standards* are:

- 5.1.1 A person should treat all *Children* with respect and uphold the wellbeing and safety of *Children*.

- 5.1.2 A person should take responsibility for being accountable and ensure they do everything possible to avoid a risk of allegations being made in relation to the person's conduct with *Children*. Wherever possible, ensure that another adult is present when working with or near *Children*.
- 5.1.3 A person should not *Abuse* a *Child*, nor engage in any behaviour with, or in respect of, a *Child* which constitutes *Sexual Abuse of a Child, Sexual Misconduct* and/or *Reportable Conduct*.
- 5.1.4 A person should not *Groom* or exploit a *Child*.
- 5.1.5 A person should not make sexually suggestive comments or share or send sexually suggestive or explicit material to a *Child* in any form, including email, text, video or sound file.
- 5.1.6 A person should not take or publish unauthorised photos or videos of a *Child*, without consent from the parent or guardian, and not publish any *Unauthorised Information* in respect of a *Child*.
- 5.1.7 A person should not unreasonably isolate a *Child* or make offensive or inappropriate comments to *Children* regarding their background, religion, appearance, abilities or sexuality.
- 5.1.8 A person should not hold, kiss, cuddle, or touch a *Child* in a manner reasonably considered inappropriate in the context of a program/activity/occasion, except for appropriate touching (for example, to comfort distress). Inappropriate touching includes:
- prolonged hugging or tickling;
  - touching parts of the body that would typically be covered by a swimming costume, specifically the buttocks, thighs, breasts or groin areas; and
  - for older *Children*: picking them up, allowing them to sit on you or allowing them to rub up against you;

## **5.2 No Limitation**

The provisions of this Section 5 do not limit the application of the other *Minimum Standards* under this *Code* to actions and obligations toward *Children*.

## **6. Financial Mismanagement**

### **6.1 Minimum Standards**

In this section the *Minimum Standards* are:

- 6.1.1 A person should not exploit any person or organisation for financial purposes.
- 6.1.2 A person should avoid situations of conflict between personal financial interests and *Pastoral Care* responsibilities.
- 6.1.3 A person should not engage in *Financial Misconduct*.
- 6.1.4 A person should not engage in *Financial Abuse*.
- 6.1.5 A person should not commit *Fraud*.

## **7. Abusive Behaviours**

### **7.1 Minimum Standards**

In this section the *Minimum Standards* are:

- 7.1.1 A person should not condone or act in a manner which constitutes *Physical Abuse*.
- 7.1.2 A person should not condone or act in a manner which constitutes *Domestic Abuse*.
- 7.1.3 A person should not condone or act in a manner which constitutes *Spiritual Abuse*.
- 7.1.4 A person should not condone or act in a manner which constitutes *Psychological Abuse, Bullying or Harassment*.

## **8. Breaches of Law**

### **8.1 Minimum Standards**

In this Section the *Minimum Standard* are:

- 8.1.1 to refrain from doing anything, or failing to do anything, which would constitute a breach of the *Criminal Law*; and
- 8.1.2 to refrain from doing anything, or failing to do anything, which would constitute any breach of any provision of the *Relevant Legislation* which imposes a penalty for breach.

## **9. Sustained Lower Level Misconduct**

### **9.1 Minimum Standard**

In this Section the *Minimum Standard* is:

- 9.1.1 engaging in activities which constitute *Sustained Lower Level Misconduct*.

## **10. Breaches of the Code of Conduct and Obligations to Report**

### **10.1 Preamble**

The *Minimum Standards* of the *Code* should be observed, even in the face of pressure from the *Accountable Ministry*, the ministry role, any *Recipient of Ministry* or the entity to which the *Subscriber* belongs, or pressure from outside organisations and groups.

Substantiated breaches of the *Code* may result in requirements for professional development, performance management, counselling, a recommendation of dismissal from employment, removal of *Endorsement*, and/or being placed on the Federal Council of Churches of Christ in Australia list of Ministers Disqualified from Service (“MDS”).

All complaints relating to a breach of the *Code* will be dealt with in accordance with the provisions of this *Code* and the *Complaints Procedure*.

It is the responsibility of the *Ministering Person* to observe the *Minimum Standards* of this section of the *Code*.

### **10.2 Minimum Standards**

In this section the *Minimum Standards* are:

- 10.2.1 Every *Subscriber* who becomes expressly aware of any conduct, or any allegation of conduct, which would constitute a breach of the *Minimum Standards* set out in Sections 4, 5, 6, 7 and 8 inclusive by a *Subscriber* must report that conduct to the *PSU*, except where it is known to have already been the subject of a *Complaint*.
- 10.2.2 Any *Subscriber* who considers any other *Subscriber* has engaged in *Sustained Lower Level Misconduct* must inform the relevant *Accountable Ministry* of the relevant *Sustained Lower Level Misconduct*.
- 10.2.3 The obligation of a *Subscriber* to report any breach of the *Minimum Standards* set out in clauses 10.2.1 and 10.2.2 is a *Minimum Standard* under this *Code*. A failure by a *Subscriber* to comply with an obligation to report any breach of any of the *Minimum Standards* itself constitutes a breach of the *Minimum Standards*.

### **10.3 Complaints and Reporting**

- 10.3.1 In accordance with statutory obligations in NSW and the ACT, a person who is required to make a report to a government authority must do so. In that respect refer, for example, to the *Procedure for Responding to Child Safety Concerns*.
- 10.3.2 A *Subscriber* must not penalise, discriminate against, or take action, or have action taken, against any person who in good faith reports a breach of the *Code* or reasonable concerns of a breach of the *Code*.



- 10.3.3 A *Subscriber* must participate fully in any complaint procedure or investigation, including by providing answers to any questions and providing information that would assist the proper investigation of complaints.
- 10.3.4 A *Subscriber* must inform the relevant *Ministry* or *PSU* of any matter which may lead to legal action against themselves and/or the *Churches of Christ in NSW & the ACT, Conference* or a *Conference Church*.

## 11. Complaints Procedure

The *Complaints Procedure*, in summary provides:

- 11.1.1 Any person may bring a *Complaint* to the *PSU* except in relation to a *Complaint* in respect of *Sustained Lower Level Misconduct* which may only be brought:
- (a) by the relevant *Accountable Ministry*; or
  - (b) by a *Concerned Person* after the process and procedure set out in section 12 (the “**Consultative Process**”) has been undertaken and concluded.
- 11.1.2 Instances involving the safety of *Children* or *Reportable Conduct* should be reported to the police or statutory authorities as per the *Procedure for Responding to Child Safety Concerns*.
- 11.1.3 It is the responsibility of all *Ministering Persons*, to develop a positive culture of safety within the community and address negative issues of occupational or organisational culture e.g. secrecy or closing ranks in relation to wrongdoing or incompetence on the part of peers.
- 11.1.4 *Ministering Persons* have ethical responsibilities in relation to the behaviour of other *Ministering Persons* and identifying whether they are upholding the *Minimum Standards* in this *Code*.
- 11.1.5 This includes responding appropriately to any failure of their peers to meet the *Minimum Standards*, and encouraging people directly affected by such behaviour to report the conduct to the relevant statutory authorities and the *PSU*.
- 11.1.6 All people are encouraged to contact the relevant authorities directly regarding any allegation or reasonable concerns regarding *Criminal Conduct* by *Ministering Persons*.
- 11.1.7 Breaches of this *Code* must be reported to the *PSU* as soon as reasonably possible after a person becomes aware of the conduct constituting the breach of the *Code*.
- 11.1.8 Any allegation of conduct that is reasonably believed to be *Criminal Conduct*, *Child Abuse* or *Reportable Conduct* will be reported to the relevant statutory authorities if it has not already been reported.
- 11.1.9 It is not appropriate that concerns regarding *Criminal Conduct* be addressed directly with the *Ministering Person* about whom there are concerns. This is the role of the statutory authorities who have the proper training and authority to investigate such matters.
- 11.1.10 Note: If there are concerns that someone is at risk of significant harm call 000.

## 12. Consultative Process

The *Consultative Process* is as follows:

- (a) where any person considers that a *Subscriber* has failed to observe any provision of the *Guidelines* on three (3) or more occasions such that the person (the “*Concerned Person*”) has concerns about the fitness of a *Ministering Person* (the “**Relevant Subscriber**”) to properly undertake the role of a *Ministering Person* in the circumstances where the *Concerned Person* wishes to consider making a *Complaint* about the *Relevant Subscriber*, the *Concerned Person* before making, or being entitled to make a *Complaint* concerning the *Relevant Subscriber*:
  - (i) must arrange and attend a meeting between:
    - (A) the *Relevant Subscriber*;
    - (B) the *Concerned Person*; and

- (C) one or two other members of the *Accountable Ministry of the Relevant Subscriber* (the “**Invitees**”);
- (ii) must not less than seven (7) days before the meeting is held inform the *Relevant Subscriber* that the meeting has been convened in accordance with the *Consultative Process of the Code of Conduct*;
- (iii) must at the meeting:
  - (A) provide details of the actions and/or omissions of the *Relevant Subscriber* which the *Concerned Person* considers constitute the failure on the part of the *Relevant Subscriber* to observe provisions of the *Guidelines* and the bases for the *Concerned Person’s* concerns about the fitness of the *Relevant Subscriber* to properly undertake the role of a *Ministering Person*;
  - (B) provide details of what actions the *Concerned Person* considers the *Relevant Subscriber* should take to address the concerns of the *Concerned Person*; and
  - (C) inform the *Relevant Subscriber*:
    - (1) that if the meeting does not result in the *Concerned Person* and the *Invitees* being satisfied that the *Relevant Subscriber* will not cease to act in a manner which the *Guidelines*; and
    - (2) of the bases for the *Concerned Person’s* concerns about the fitness of the ***Relevant Subscriber*** to properly undertake the role of a *Ministering Person*,

the *Concerned Person* is entitled under the *Code*, and intends, to make a *Complaint* in respect of the *Relevant Subscriber* under this *Code*;
- (iv) one of the *Invitees* must chair the meeting;
- (v) the attendees at the meeting will so far as possible seek to act in a manner such as to bring about reconciliation and healing between the *Concerned Person* and the *Relevant Subscriber*.

## **13. Ceasing to be a *Subscriber* and Withdrawal from the *Code***

### **13.1 Cessation**

A *Subscriber* shall cease to be a *Subscriber* upon any of the following occurring:

- (a) the *Subscriber* relinquishing their *Endorsement* by a notice in writing to the Endorsement Review Group under the *Policy for Endorsement of Ministers*. That notice may be sent by email to: “endorsement@ccnswact.org.au”;
- (b) where, under the direction of the *PSU Hearing Committee*, *Endorsement* is taken from the *Subscriber*; or
- (c) upon the receipt by the *PSU Co-ordinator* of a “Withdrawal from Code of Conduct” from the *Subscriber*, in the form in Appendix B to this *Code*, addressed to Churches of Christ in New South Wales. That document should be marked for the attention of the *PSU Co-ordinator*.
- (d) the *Subscriber* ceasing:
  - (i) to be a member of *Conference Executive*; or
  - (ii) to hold a role described in sub-section (c) of the definition of *Ministering Person*,

provided that this provision will not operate to cause a person who is otherwise a *Subscriber* to cease to be subject to the *Code*.

### 13.2 Continuing Obligations under the Code

Notwithstanding, a *Subscriber* ceasing to be a *Subscriber* (such a person is a "**Former Subscriber**"), a *Former Subscriber* in respect of, or arising out of, a *Complaint* in respect of any breach (or allegation of a breach) of this *Code* by that *Former Subscriber* which occurred on or before that person ceased to be a *Subscriber* (a "**Post Cessation Complaint**"):

- (a) shall be subject to the provisions of the *Professional Conduct Protocols*, to the extent necessary to enable the *Post Cessation Complaint* to be dealt with, and the *Professional Conduct Protocols* shall continue to have effect in respect of the *Former Subscriber*; and
- (b) the *Former Subscriber* shall remain subject to the *Code*, and be bound to observe, comply with and otherwise carry out all obligations of that person under this *Code* until the *PSU Co-ordinator* issues a notice to the *Former Subscriber* to the effect that *Post Cessation Complaint* has been dealt with under this *Code*. Additionally, any such person shall be subject to and must comply with any sanctions imposed by a *PSU Hearing Committee* in respect of a *Post Cessation Complaint*. Those obligations remain even if a sanction is imposed after the person ceased to be a *Subscriber*.

### 13.3 Publication of Reasons

Where a person gives a reason or reasons for withdrawal the reason(s) may be published. This clause will have effect despite the receipt of a *Withdrawal Notice*.

### 13.4 Cessation of Endorsement

Upon a *Subscriber* ceasing to be subject to the *Code*, that *Subscriber* shall cease to be an *Endorsed Minister*.

### 13.5 Publication of Notice of Withdrawal

Notice of the receipt (and effect) of a *Withdrawal from Code of Conduct* from any person may be published by the *Churches of Christ in NSW*.

## 14. Carve out to avoid breaches of the law

### 14.1 Reading Down

If any provision of the *Professional Conduct Protocols* is void or voidable or unenforceable in accordance with its terms, but would not contravene any law, or be void, voidable, unenforceable or illegal if it were read down and, it is capable of being read down, the provision will be read down accordingly.

### 14.2 Severance

If, despite clause 14.1.1 a provision of the *Professional Conduct Protocols* remains void, voidable, unenforceable or illegal:

- a) if the provision would not contravene any law or be void, voidable, unenforceable or illegal if a word or words were omitted, that word or those words are to be taken as severed; and
- b) in any other case, the whole provision is to be taken as severed,

and the remainder of the *Professional Conduct Protocols* will otherwise be of full force and effect.

## Appendix A Subscription to the Code of Conduct

### Deed Poll

#### PRIVACY STATEMENT

Each person signing this document consents to the information in it being included in the *Churches of Christ in NSW* records, printed or electronic, to be stored and/or released by, or on behalf of, the *Executive Ministry Director* or at the direction of *Conference Executive*.

#### MINISTERING PERSON'S SECTION

[this section is to be completed and signed by a person who is a *Ministering Person*.]

I, \_\_\_\_\_ [print name of *Ministering Person*] ("**Subscriber**")  
am a *Ministering Person* and hereby subscribe to, and agree I am bound by, Volumes 1, 2, 3 and 5 of the *Professional Conduct Protocols* (the "**Code Documents**"), adopted by Conference Executive on 3 June 2023.  
Without limitation:

- I have read and understood the *Code Documents* and agree to be bound by them.
- I agree I will not penalise, discriminate against, or take action, or have action taken, against any person who in good faith reports a breach of the *Code* or reasonable concerns of a breach of the *Code*.
- I agree that I am bound by the process of the *Complaints Procedure* and agree to cooperate fully with, any complaint procedure or investigation that is set up under, that procedure.
- I agree to accept and abide by any sanctions imposed under the *Complaints Procedure*.
- I recognise and will be accountable to my *Accountable Ministry* (which can include the leadership of a *Conference Church*, a *Conference Ministry*, a chaplaincy placement or other para- ministry role) known as: \_\_\_\_\_  
[print details]

[Words and expressions in this document have the meanings defined in the *Dictionary*].

Executed as a deed poll on \_\_\_\_\_ (date)

Name of *Ministering Person*: \_\_\_\_\_

Signature of *Ministering Person*: \_\_\_\_\_

Name of Witness: \_\_\_\_\_

Signature of Witness: \_\_\_\_\_

#### LEADERSHIP SECTION

[To be completed and signed by leaders of the *Accountable Ministry* to which the *Subscriber* is accountable.]

We, the undersigned, being two (2) of the persons who form part of the Leadership of the *Accountable Ministry* to whom the *Subscriber* is accountable, each acknowledge we have read the *Code* and being aware of its requirements, we recognise our responsibility to oversee the ministry, spiritual well-being and professional integrity of the *Subscriber* referred to above.

Name: \_\_\_\_\_ Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Name: \_\_\_\_\_ Signed: \_\_\_\_\_ Date: \_\_\_\_\_

## Appendix B Withdrawal from Code of Conduct

"To the Churches of Christ in NSW & the ACT:

*WITHDRAWAL NOTICE UNDER THE CHURCHES OF CHRIST IN NEW SOUTH WALES & THE ACT  
PROFESSIONAL CONDUCT PROTOCOLS*

I, \_\_\_\_\_ [print name] hereby:

- (a) give notice that I withdraw as a *Subscriber* under the *Churches of Christ in New South Wales Professional Conduct Protocols* of Churches of Christ in NSW & the ACT and I agree this notice has effect from the date it is first received by the *Executive Ministry Director of Churches of Christ in New South Wales* or the *Professional Standards Unit Co-ordinator* ("**Date of Withdrawal**");
- (b) acknowledge that I remain subject to the provisions of Volumes 1, 3, 4 and 5 of the *Churches of Christ in New South Wales Professional Conduct Protocols* in respect of any breach of the *Code* which occurred on or before the *Date of Withdrawal* and that I remain subject to the procedures and sanctions of the Churches of Christ in NSW & the ACT *Professional Conduct Protocols*; and
- (c) agree that this Withdrawal Notice constitutes, and shall operate as, a request by me to the Endorsement Review Group under the Churches of Christ in New South Wales *Policy for Endorsement of Ministers*, to cancel my *Endorsement* under that Policy and by this Withdrawal Notice I waive my rights under clause 4.4 of that Policy.

The reason(s) for my Withdrawal as a *Subscriber* are:

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Signature: \_\_\_\_\_

Residential Address: \_\_\_\_\_

Date: \_\_\_\_\_