



Safe Ministry Policy

Purpose

New City Presbyterian Church seeks to present Christ to everyone, and to present everyone mature in Christ (Colossians 1:28). To that end, our mission, beliefs, church culture and way of worship are thoroughly based on the call of God in Scripture upon us, that variously instruct us to love God and to love others. These values are expressed in our booklet, “Our Church.”

In simple summary, because we are a church that seeks to pursue holy love in the community of God, it is appropriate that we set out in this policy the underlying principles by which we seek to safeguard vulnerable people involved with New City Presbyterian Church. The policy applies to all staff, leaders, pastors, coordinators, volunteers, trainees and anyone working on behalf of New City Presbyterian Church (“Relevant Leaders”).

The elders and committee members of New City Presbyterian Church take responsibility for ensuring these principles are reviewed regularly and embedded in our church culture at all levels.

Rationale

New City Presbyterian Church have a duty of care for our people that reflects our fundamental belief that –

“God created humans in His own image, male and female, and tasked them with caring for the earth as His representatives, under His sovereign rule and His governance of all things.”

[see “Our Church” – Our Beliefs, 4b, p.2]

This is the first and most fundamental rationale behind this safe ministry policy, and as a church of God we are responsible to exercise powers of spiritual investigation, discipline or any other matters, according to our understanding of evangelical Christian beliefs, ethics and values.

So too, as a church operating within a wider social context, we are responsible to submit to and follow legal requirements in our pursuit of safe ministry, including in the areas of receiving and managing concerns, allegations and disclosures, mandatory reporting, and validation of Relevant Leaders who may work or volunteer with children.

Thus, this safe ministry policy seeks to outline the principles – both Christian and legal – that underpin our desire for safe ministry.

This policy should be read together with –

- “Our Church”
- New City Presbyterian Church Code of Conduct
- New City Presbyterian Church Safe Ministry Incident Response Process

Safe Ministry Commitment

1. Commitment to Safeguard Vulnerable People

We are committed to the Biblical call to care for the vulnerable by actively preventing harm and abuse, and by seeking to provide safe programs. We are also responsible and accountable fulfilling our obligations under State and Federal law to protect children and vulnerable people.

We are committed to ensuring that vulnerable people (including children, families, the disabled and elderly) are informed and involved in decisions that considerably affect them. We recognise the diverse needs of vulnerable people should be taken into account and that their concerns be taken seriously. We are committed to embedding this care into all levels of our leadership and culture.

2. Commitment to Screening and Training Relevant Leaders

We are committed to ensuring all Relevant Leaders are screened, appropriately supported and trained through the process outlined below.

1. Relevant Leaders must be regular participants at New City Presbyterian Church, and ideally members.
2. Relevant Leaders will have their potential roles and responsibilities clearly outlined for them as they start their role.
3. Relevant Leaders must provide referees who can confirm the proposed leader is suitable to work with vulnerable people and that there is no reason the proposed leader should not be appointed in such a role.
4. Relevant leaders must complete an Ansvr approved Safe Ministry Training Course via SafeMinistryTraining.com.au, which outlines appropriate behaviour including how to minimise the chances of harm and abuse, as well as training in how to identify and report cases of abuse.
5. Relevant leaders must commit to the leader's Code of Conduct and behave as followers of Jesus and be willing to be held accountable for their behaviour.
6. If a Relevant Leader is working with children & youth, they must have a Western Australian "Working With Children Check" verified by the church Safe Ministry Contacts.
7. No-one with a criminal record of child abuse, molestation or similar offences is allowed to be involved in children's or youth ministry at New City Presbyterian Church.

3. Commitment to Providing Safe and Accessible Programs

We are committed to ensuring that our programs and events are safe and appropriate for those attending. Careful consideration must be given to the activities chosen, the venue, safe ratios of supervision, appropriate toileting practices, transportation, work health and safety, parental or guardian permission and confidentiality of records kept. To help maintain appropriate standards, we will give all Relevant Leaders access to ongoing training and adequate supervision in their roles and responsibilities.

4. Commitment to Appropriately Respond to Concerns and Complaints

We are committed to creating a culture where people feel safe to speak out about inappropriate behaviour without fear of being rejected or ridiculed. We are committed to listening and responding appropriately to concerns and complaints about behaviour and safety. Throughout this process we are committed to protecting the confidentiality, dignity, health and well-being of all individuals involved. Any child-related issues will be managed with a focus on the interest of the child and any allegations or disclosures will be reported to the WA Department of Communities.

All reports will be managed by the New City Presbyterian Church Safe Ministry Contacts.

The current Safe Ministry Contacts are as follows –

- Amy Coughran – 0435 253 205 – amycoughran@outlook.com
- Jason Coughran – 0435 231 592 – jason@newcitypresbyterian.church

The Safe Ministry Contacts will follow a Safe Ministry Incident Response Process. This includes reporting any criminal activity to Police, and the possibility of reporting allegations or disclosures of abuse to the State Ombudsman and the insurer of New City Presbyterian Church. In certain incidents (as outlined in the Incident Response Process) the Safe Ministry Contacts will appoint an Independent Ministry Investigator to investigate allegations of inappropriate behaviour.

Date Instituted by New City Presbyterian Church: 30/07/2022

Date of Last Review by New City Presbyterian Church: 30/07/2022