

ST MARY'S COMMUNITY LTD

Code of Conduct Policy		
Policy number: 1.0	Version number: 2	Date proposed: August 2016
Authorised by: Board		
Date approved: 9 February 2018	Reviewed by: Community Faith Council	Date of next review: February 2019

Policy context: This policy relates to:	
Standard/Indicator/Category	Organisational - Code of Conduct
Relevant policies	<ul style="list-style-type: none">• Anti-Discrimination and Harassment• Process for Dealing with Concerns and Conflicts
Legislation or other requirements	Australian Charities and Not-For-Profits Commission Act 2012 (C'th)

1. Scope

St Mary's in Exile's Code of Conduct shall be used to provide understanding and guidance to employees, community members, and Board and Community Faith Council members to ensure the best possible standard of service and professional conduct. It will also provide an overview of expectations of community members as they interact within the SMX community.

The Code of Conduct embodies the key principles of:

- gospel values
- social justice
- inclusivity
- collaboration and power sharing
- authenticity
- in exile.

All employees, community members and Board and Community Faith Council members have a role in implementing, monitoring and enforcing this code within the organisation.

The Board and Community Faith Council at St Mary's in Exile has a responsibility to support all employees and community members to achieve the principles outlined in the Code. This will be done through leading by

example and assisting employees and community members to understand the content and purpose of the Code.

2. Responsibility

All Board and Community Faith Council members, employees, and community members.

3. Policy Statement

Vision

Our vision is for an evolving, inclusive Christian community.

Mission

We will achieve our vision by promoting hope, freedom and justice as we celebrate Eucharist and life and provide advocacy and support for people in need.

Guiding Principles

Our Guiding Principles are inspired by the quote from the prophet Micah, to:

Act justly : We are called to conduct our community affairs with honesty and integrity and to give priority to those who are marginalised in our society, concerning the allocation of our resources. We focus on equality for all, which requires individual and collective action and which challenges and attempts to change unjust social, political and economic structures.

Love tenderly: We are called to continue to develop an inclusive community that reflects the realities of people's lives, in searching for the common good, with integrity in our relationship with God, with our self, with others and with the earth. We aim to be continually aware of the teachings of Jesus so that compassion, forgiveness and justice are nurtured in all our relationships.

Walk humbly with God: We are called to cultivate experiences, which nurture Spiritual growth, based on the Gospel values of personal transformation and the richness of our tradition. Above all, this will be centred on the celebration of the Gospel and Eucharist, embracing the community's struggles, joy's and hopes.

We, individually and collectively recognise that within our faith traditions, and the reality of our community, we live with contradictions, differences, and our own vulnerability. We aim to create an environment where we can do so with respect, honesty, love and compassion.

We affirm that the ministry of the community is shared through the energy, initiative, skills, gifts and faith of many individuals, who together with the

designated spiritual leaders, develop and facilitate the Spiritual and prophetic ministry of the community.

We affirm a Community Faith Council which provides an ongoing forum for community members' ideas, as well as opportunities for collaboration and consultation for all members of St Mary's in Exile, through forums, gathering days and special task projects.

We are committed to clear communication and will endeavour to establish processes, which ensure this.

We affirm Micah Inc. as a social justice ministry of St Mary's in Exile community. We employ workers through fair and non-discriminatory employment practices.

We affirm the St Mary's Community Ltd Board, which oversees the legal responsibilities of the company and the ethical conduct of the leadership teams. The Board also works to ensure that company activities are consistent with the ethos of the community - 'To act justly, to love tenderly and to walk humbly'.

Key Principles

Gospel Values - Based on its origins, St Mary's in Exile community commits itself to the gospel values of justice, love and compassion. The community stands in solidarity with persons and organisations that hold to these principles.

Social Justice - These Gospel Values are the driving force of the social justice program that is so central to the community of St Mary's in Exile. The community stands as one with all people who are marginalised or vulnerable in our society.

Inclusive - St Mary's In Exile is a broad and open community that welcomes people of all faiths and of no faith. Sexual identity, relationship status, physical ability, national and racial origins are not a consideration in becoming a member of this community.

All employees, community members and Board and Community Faith Council members will

- recognise that physical, sexual, emotional and verbal abuse is entirely unacceptable behaviour
- recognise that racist, sexist or other discriminatory words or actions are entirely unacceptable
- acknowledge people's uniqueness, accepting that others are entitled to have their own religious beliefs, sexual orientation or political persuasion
- provide appropriate role models to individuals accessing services and colleagues.

Collaboration and Power Sharing - Leadership roles within the community are open to both male and female and are seen as positions of service rather than of privilege. The community seeks to be consultative and inclusive in all of its decision deliberations.

Authenticity - The community prides itself on maintaining an intimate and authentic connection between theology, liturgy and ministry. In practice this means our liturgies reflect our commitment to social justice and our rituals commission community members to live a life of love and justice. Given this theological/liturgical understanding and practice we encourage advocacy and support for those who are vulnerable, in need, or unable to speak for themselves.

In Exile - Our community is committed to standing with all those who find themselves in some sort of exile in our society - refugees, asylum seekers, all those who have had to flee their homeland, homeless people - in short all those who might in some way be considered by society to be 'other'.

What Happens if there is a breach of the code?

St Mary's in Exile's Code of Conduct is not intended to be used to intimidate or threaten employees and community members. Board and Community Faith Council members must work with individuals to avoid inappropriate behaviour that may result in a breach of the Code. They must deal with this behaviour through timely and direct communication that immediately addresses the issue in a constructive and useful way. The guidelines - 'Process for Dealing with Concerns and Conflicts' and the Anti-discrimination and Harassment Policy - provide advice in this regard.

4. Referenced Documents

Process for Dealing with Concerns and Conflicts
Anti-discrimination and Harassment Policy