



Axx Certified Delivery Partner Code of Conduct

1 The Rationale for a Code

Certified Delivery Partners are first and foremost a minister before God.

Ministry is a call to serve both God and people. Axx Certified Delivery Partners are firstly accountable to God (1 Corinthians 4:4-5), but also to church members and those who receive ministry (Ephesians 4:1-2). Ministers are public figures whose lives are on display and are viewed with considerable public scrutiny. A high degree of conformity is expected with the biblical call to holiness (Matthew 5:48; Titus 2:7-8). Accordingly, personal relationships are to be characterised by love, justice, care, and compassion (Micah 6:8). A minister is firstly a disciple of the Lord Jesus Christ (1 John 2:6), and as such ministry is grounded in prayer, Bible study, regular worship and a readiness to follow the guidance of the Holy Spirit (Matthew 28:19-20).

Certified Delivery Partners of Axx are to live and minister following biblical values. Additionally, it is expected that the ministry has a code of conduct that sets a benchmark of excellence for the society in which it seeks to minister. Ministers are to be examples in the creation of healthy communities. Axx Certified Delivery Partners are likewise called to the highest standards as they train people for ministry and leadership in the Christian community.

The following Code of Conduct is designed to articulate relevant principles, note areas of caution, and state what is clearly prohibited in terms of biblical conduct for the Certified Delivery Partners of Axx.

2 The Purpose of the Code

This code is intended to guide the behaviour of the Certified Delivery Partners of Axx. It is articulated to assist Certified Delivery Partners to serve in such a manner that it will cause our churches and ministries and Axx to be safe places for all; places where integrity is honoured, accountability is practised, misconduct is not concealed, and forgiveness is encouraged to bring about healing and restoration.

3 The Application of the Code

This Code applies to all Certified Delivery Partners registered with Axx, for the duration of their registration.

4 Definitions

This Code of Conduct sets out the standard that is expected of Certified Delivery Partners and therefore is an important document for determining whether a person has committed improper conduct.



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“Improper conduct” means behaviour that is unacceptable and includes (but is not limited to) conduct in breach of this Code. Improper conduct may result in disciplinary action and the removal of their status as an Axx Certified Delivery Partner.

A breach of a **“Prohibited”** provision will always be improper conduct and will result in disciplinary action. A breach of a **“Cautionary”** provision, depending on the circumstances may be improper conduct and may result in disciplinary action.

“Disciplinary action” may include expulsion from Axx, suspension from Axx, suspension from running classes, direction to undertake counselling, direction to carry out remedial work and/or other action as deemed appropriate by Axx. In the event of suspension or expulsion from Axx, the Certified Delivery Partner will have no entitlement to a refund of fees or other financial compensation.

5 The Code of Conduct

5.1 Pastoral Example

Certified Delivery Partners should live with integrity (1 Timothy 1:11-12). The values of the Gospel of Christ should be obvious to members of the church and wider society (Matthew 5:16; 1 Corinthians 11:1). It is also important for Ministers to have a healthy lifestyle and a balance of service, recreation, and family (Ecclesiastes 3:1-11; Titus 1:6).

Ministers should be good citizens and obey the laws of the community (Proverbs 24:21; Romans 13:1-4; 1 Peter 2:11-17). The only rare exception may be when a Christian engages in non-violent civil disobedience as a matter of protest (Acts 4:18-20).

Caution

Addictive behaviours: Scripture requires that we exercise caution in the use of alcohol (Proverbs 20:1; 1 Corinthians 6:12; 1 Corinthians 8). Abstinence is a stand that is highly respected in Axx. Ministers should not smoke. Extreme caution must also be exercised with all potentially addictive and harmful behaviours that bring unwarranted harm to the body or jeopardise our own or another’s faith.

Language: The use of offensive language should also be avoided (such as swear words, sexual connotations, and racial or religious slurs).

Prohibited

Ministers must avoid drunkenness, gambling, and abstain from the use of all illegal drugs (Romans 13:13; Galatians 5:21).

5.2 Ministry Matters

Authority to minister comes from Jesus Christ; the head of the Church (Matthew 28:18; 1 Corinthians 12:27). Christian leadership must never be manipulative or authoritarian (John



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15:15). Ministers are servants of Christ, who should endeavour to become servant leaders as modelled by Jesus (John 13:3-14). Leadership in all its dimensions must always be accountable, and it is essential that Ministers act responsibly in the best interests of the entire Axx community (James 3:1; 1 Peter 5:2-4).

Caution

Qualifications: Certified Delivery Partners must not misrepresent their competence, qualifications, training, or experience. Certified Delivery Partners should recognise their level of skill and experience. If they are unsure, they must seek additional advice from other colleagues or other professionals.

Personal Relationships: Certified Delivery Partners should also be aware of the danger of dependency developing in personal relationships and seek supervision or advice when such concerns arise. A balance should be found between the need for mutual support and the need for accountability. Certified Delivery Partners should avoid conflicts of interest between their personal interests and the interests of those to whom they minister.

Ministry Gifts: Axx encourages the operation of spiritual gifts (1 Corinthians 12:7). There are a variety of gifts (1 Corinthians 12:4) and the true exercise of these gifts will always be consistent with the fruit of the Spirit (Galatians 5:22-23). For example, prophecy is to be exercised for **“strengthening, encouragement and comfort”** (1 Corinthians 14:3). Certified Delivery Partners must always be willing to be held accountable, admitting to the possibility of human error when exercising the gifts of the Spirit (1 Thessalonians 5:19-21).

Public Comments: We live in a society that has become increasingly sensitive to matters of discrimination and vilification. Certified Delivery Partners must show respect and godly care to all people, inside or outside Axx community (Colossians 4:6). Care must be taken in how Certified Delivery Partners speak of the ministry of Axx, Christian leaders and others in all public forums (including social networking sites, the internet and email communications) (Mark 9:40), since reputation is highly valued in Scripture (Proverbs 22:1).

Care must also be exercised when Certified Delivery Partners express a personal opinion on controversial matters and distinguish the expressing of personal opinion (1 Corinthians 7:12). No Certified Delivery Partner can speak on behalf of Axx.

Prohibited

Certified Delivery Partners must not be abusive in any way toward others (1 Timothy 3:2-5; Titus 1:7). **“Abusive”** means behaviour that is insulting, injurious, demeaning, offensive, perverted, or vituperative, whether physical, verbal, emotional or spiritual and is unacceptable. It includes (but is not limited to) conduct in breach of this Code. Improper conduct may result in disciplinary action.

The misuse of authority can be a particular temptation in leadership and must be avoided. Certified Delivery Partners must not attempt to use the gifts of the Holy Spirit to manipulate or coerce a person. This includes attempting to use healing for financial gain; attributing



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miracles for personal glory or using a word of knowledge to control an individual or using prophecy to change church membership or to enlist support for a ministry. Accountability in all areas of ministry is essential.

5.3 Sexual Behaviour

Sexuality is a gift from God and integral to human nature. Certified Delivery Partners must value this gift by maintaining chastity in singleness and faithfulness in heterosexual marriage (Proverbs 5:18, 6:32; 1 Corinthians 7:2). All immoral behaviour, including homosexual behaviour, is not tolerated by Axx.

Axx encourages modesty in personal presentation and dress, both in ministry and elsewhere.

Caution

Children: Being especially vulnerable, children are entitled to be safe and protected. All personal interaction with children must be characterised by absolute trustworthiness.

Physical contact: Caution must always be exercised when initiating or receiving physical contact including gestures of comfort that may be unwanted or misinterpreted.

Pastoral conversations: Certified Delivery Partners must be careful in personal conversations when discussing matters of sexual intimacy.

Prohibited

All inappropriate sexual behaviour is forbidden. **“Inappropriate”** means sexual contact or behaviour that intentionally generates sexual desire outside of faithfulness in a heterosexual marriage. It is therefore in contravention of and not fitting with the professed Christian values described under 5.3 Sexual Behaviour, and is unacceptable. It includes (but is not limited to) conduct in breach of this Code. Improper conduct will result in disciplinary action.

Certified Delivery Partners must avoid involvement in sexual harassment, as defined in applicable equal opportunity or anti-discrimination legislation.

Sexual innuendo or compliments of a sexual nature are always inappropriate.

Certified Delivery Partners must not view pornographic material or go to places of commercialised sex such as strip clubs or visit a brothel (Matthew 5:28; 2 Peter 2:14a; Proverbs 5:3-6; 1 Corinthians 6:18-20; Ephesians 5:12). Additionally, they must avoid chat rooms or internet sites of a sexual nature.

5.4 Financial Matters

Certified Delivery Partners must set an example and practise integrity in all their financial dealings.



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Caution

Conflicts of interest: It is important to avoid any potential conflict between personal finances and pastoral responsibilities. Anything that could lead to a conflict of interest must be immediately disclosed to Certified Delivery Partners' pastoral oversight or appropriate manager. (2 Corinthians 8:21; James 2:1, 2-4).

Certified Delivery Partners should avoid borrowing money from, or lending money to, a person with whom there is a pastoral relationship.

5.5 Confidentiality

Trust is essential in personal ministry. Those involved in personal care must note that both formal interviews and casual conversations in a ministry context are personal encounters where confidences are shared and confidential information received. This information must not be disclosed and must be treated with the utmost care. Exceptions may include where disclosure is required by law (subpoena or abuse notifications), where there are concerns for the safety of the person or others, or when the information is in the public domain.

Caution

When using examples in sermons or discussions, Certified Delivery Partners must be careful not to use any information that might identify others, without their permission.

Prohibited

Disclosing to a third party any personal or confidential information that has been disclosed to a person in a ministry context, is always unacceptable. Certified Delivery Partners must seek clarification from the person concerned if they are unsure whether the information is confidential.

6. The Implementation of the Code

If questions arise with areas of "**Caution**," the person must contact Axx and make full disclosure.

With any breach of the Code of Conduct in a "**Prohibited**" area, the person in breach must notify Axx within 7 days (24 hours if civil or criminal action is involved).

Failure to notify in accordance with the paragraph above will itself be a "**Prohibited**" breach of the code.

Alleged breaches of the Code will be investigated by Axx or their delegate. Certified Delivery Partners must co-operate with any such investigations, relating to their conduct or the conduct of other Certified Delivery Partners.



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If Axx or their delegate concludes that a person has breached the Code or is otherwise guilty of improper conduct, Axx or their delegate may take disciplinary action against the person. The most likely action is to remove the person's right to deliver Axx Certified training.

7. Review and Amendment of Code

This Code of Conduct may be reviewed and amended at the discretion of Axx. Certified Delivery Partners must comply with the Code of Conduct as amended from time to time.

Approved by Axx 15th July 2020