



MEMBERS CODE OF CONDUCT

Each one of us shapes our culture through our words and actions. The New Zealand Apostolic Council strive to build a diverse and inclusive culture that nurtures six (6) foundational values of:

Trust, Integrity, Honesty, Accountability, Transparency, Unity

Our Code of Conduct helps to ensure our values are reflected in the way we conduct ourselves as representatives of the 'New Zealand Five-Fold Alliance.'

We take personal responsibility seriously. Your Individual actions can shape how the world views our organisation, which is why it is so important that we each take personal responsibility for acting ethically in all situations.

The New Zealand Apostolic Council's position and expectation applies to all members and persons involved with New Zealand Apostolic Council and the 'The New Zealand Five-Fold Alliance.' This includes any person who attends, volunteers, supports, and is involved with any gathering and events.

Our Values are the enduring principles that we use to do business with integrity and win trust every day.

Our Culture is our operating framework, who we are, and how we behave.

We expect members to foster a culture where people feel valued and free to express their concerns when something doesn't seem right. We should always be accountable and transparent about our motives. We encourage learning from our mistakes and asking for help when faced with a difficult situation.

Making good decisions and ethical choices in our work builds trust in each other and within the organisation. Members should never compromise their personal integrity or the New Zealand Apostolic Council's reputation.

At the New Zealand Apostolic Council we recognise that our organisation has an impact on social and environmental issues, locally, nationally and globally.

Each Member must have a personal commitment to integrity, acting honestly and ethically, and complying with the law is critical to our success.

The Code addresses our personal responsibilities to the organisation, to each other and to those we come into contact with. We expect everyone to comply with the Code of Conduct and with the Law.

Integrity

Integrity is fundamental to the New Zealand Apostolic Council. It means doing what is right, by acting with integrity we reflect positively on the values and vision of 'The Zealand Five-Fold Alliance.'

We all must follow the law, act with integrity and honesty in all matters and be accountable for our actions.

Personal Responsibility

Every person has a personal responsibility to do what is right for the Council, the Alliance, to each other and to those we interact with. Your actions must always reflect our values.

We Promote a Culture of Ethics and Compliance

At all times, we should model appropriate conduct and create an environment where people feel comfortable.

Respect Each Other

We work better together because of our differences, not despite them. We are ONE team, but we represent many ideas, experiences and backgrounds. We are a diverse organization, and we value each other's participation and contribution. We believe it healthy to agree to disagree, and we recognise that we must respect each other's differences in that disagreement.

Together, we embrace diversity, to create a place where each of us can be ourselves. We actively promote an environment that is inclusive of all people and their unique abilities, strengths and differences. We promote respect and dignity. And we hold each other to that standard. Our base line is always the Word of God and our Faith Statement, which provide everyone a solid scriptural foundation to unite on.

Workplace Health, Safety & Security

We maintain a work environment that empowers everyone to do their best work. A safe workplace inspires trust and allows us all to contribute and succeed. We are committed to and providing a secure environment everywhere we operate, and where every person has a personal responsibility to follow all Health & Safety rules and practices.

The New Zealand Apostolic Council take all necessary steps to protect people and report immediately all accidents, injuries and unsafe practices or conditions. Part of remaining safe and protecting oneself involves having a third-party present in all closed-door meetings. This also protects the person(s) and the Council from accusations or inuendo. In

order to enhance workplace security, it will take a collective effort of everyone. We encourage participation, collaboration and communication. Together we strengthen each other and together we hold each other accountable.

Substance & Weapons

We have strict standards regarding substance abuse and weapons. No person is permitted to use or possess alcoholic beverages at the New Zealand Apostolic Council events except where alcohol is specifically permitted.

No person may have or possess any weapon while onsite. The New Zealand Apostolic Council takes its rules regarding workplace Health & Safety very seriously. It is essential that you understand and follow them along with any more detail guidance provided in the Rules.

Compliance with Laws

The New Zealand Apostolic Council is committed to full compliance with the laws, rules and regulations of the Countries we are in. We operate with respect to the laws wherever we do business.

This helps us to build trust with governments, strengthen the communities where we live and work, and contribute to a fair society where we enjoy the protection of these same laws.

If you have a questions or concern regarding the legality of a situation, you should direct your concerns in writing and provide as much evidence of such to:
admin@apostoliccouncil.nz as soon as possible.

Conflicts of Interest

A conflict of interest exists when a personal interest or activity interferes or appears to interfere with the duties that you are performing. A conflict of interest may unconsciously influence even the most ethical person and the mere appearance of a conflict may cause a member's act or integrity to be questioned. The best rule for any situation that appears to present as a conflict of interest is 'abstain and disclose'. If it is not possible to avoid participating in an event or activity creating the conflict, then promptly disclose.

Disclosures and potential conflicts of interest must be put in writing to admin@apostoliccouncil.nz as soon as practical. The Board will consider the facts and circumstances of the situation to decide whether corrective or mitigating action is appropriate.

Gifts & Entertainment

We must demonstrate sound judgement and moderation when exchanging business courtesies. Giving or receiving gifts or entertainment to or from a person can potentially create a conflict of interest, especially if the value of the item is significant. A gift or favour

should not be accepted or given if it might create a sense of obligation, compromise your professional judgment or create the appearance of doing so. In deciding whether a gift is appropriate, you should consider its value and whether public disclosure of the gift would embarrass you or the Party. Giving or accepting valuable gifts or entertainment might be construed as an improper attempt to influence the relationship.

You may offer or accept meals and entertainment if they are reasonable and customary, appropriate, occur infrequently and are not expensive. Always exercise wisdom in these matters.

Confidentiality

As a member, you may become aware and gain some significant or confidential information. Alliance Members are trusted with maintaining the confidentiality of this valuable information and should only be used for member purposes only and should not be disclosed to anyone outside the membership. Even within the Council, only those individuals who truly need to know the information to conduct their business should have access to that confidential information.

Environmental Commitment

The New Zealand Apostolic Council understand our environmental responsibility and should always seek ways to proactively address the environmental impacts of our operations and incorporate the principles of minimalizing our environmental footprint.

Harassment

Part of building a culture of trust is learning to speak up when something's not right, so that we can address the problem. The New Zealand Apostolic Council does not accept unlawful harassment or any mistreatment by volunteers, members or workers in the workplace or in a work-related situation on the basis of sex, race, colour, nationality, ethnic or national origin, citizenship, religion, age, physical or mental disability, medical condition, sexual orientation or marital status.

If you suspect harassment, discrimination or retaliation has occurred, you are required to promptly provide a written complaint to our Apostolic Council Chairperson as soon as practical on email: admin@apostoliccouncil.nz.

The New Zealand Apostolic Council will treat your report seriously, fairly, promptly and if something needs to be fixed and addressed, we will take action based on what we learn. It is our responsibility to listen and to act. Handling concerns appropriately is critical to preserving trust. The Board will consider the facts and circumstances of the situation to decide whether corrective or mitigating action is appropriate.

Raising a concern should be as easy as possible. That's why there are a several ways to tell us when something is wrong. You can choose to ring or email.

Contact the Council Chair: Te Hurihanga Rihari (021) 560 001 or Email direct on: tehurihanga@apostoliccouncil.net

If you choose to make contact via phone, you will be listened to and then asked to then put everything in writing. Once we have received in writing, our Council will make their enquiries accordingly. All matters are regarded confidential until such an enquiry has been resolved.

Public Relations

All information disclosed outside of the New Zealand Apostolic Council must be authorised, accurate, complete and consistent with the New Zealand Apostolic Council messages. We all represent 'The New Zealand Five-Fold Alliance', if someone asks you for information, be sure to send them to the website or notify our admin about the enquiry on: admin@apostoliccouncil.nz.

Thank You

TAUMATA APOTORO AOTEAROA
APOSTOLIC COUNCIL NEW ZEALAND
NEW ZEALAND FIVE FOLD ALLIANCE



FAITH STATEMENT

In the same way that each person has unique fingerprints and DNA, so too every church is unique. Our *Statement of Faith* summarises the Council's beliefs, and our position, so you can better understand, what and why, we say and do, what we do.

When people want to know what makes us distinctive, we're able to say that this is what we believe, about the Bible, about God, Jesus and the Holy Spirit.

Our statement of faith connects us as believers. We are the family of God and are all one in Christ according to the Word of God.

1. We believe the Bible is the only infallible, reliable and authoritative written word of God. [2 Tim 3:16](#) [2 Peter 1:20-21](#)
2. We believe in only one God, eternally existent in three persons; God the Father, God the Son, and God the Holy Spirit. [Matt 28:19](#) [1 John 5:7](#)
3. We believe in the Lord Jesus Christ; His virgin birth, His sinless life; His miracles; His death on our behalf; His bodily resurrection; and His ascension to the right hand of the Father. Jesus Christ is the Redeemer of all humanity. [John 1:1-3](#), [Matt 1:23](#), [2 Cor 5:21](#), [Luke 19:37](#), [Isa 53:4-6](#), [1 Cor 15:3-6](#), [Mark 16:19](#)
4. We believe the only means of salvation is through personal repentance of sin and redemption through the blood of Christ [Acts 2:38](#), [Eph 1:7](#); the saved being resurrected to everlasting life and the lost to everlasting separation from God. [Dan 12:2](#); [John 11:25-26](#)
5. We believe Christ's death on the cross provides healing in answer to believing prayer. [Isa 53:5](#); [1 Pet 2:24](#), [James 5:14-16](#)
6. We believe in Christ's promised personal return to earth in power and glory with the subsequent ascension of the church to Heaven. [1 Thes 4:16-17](#)

7. We believe the Holy Spirit lives in all believers, equipping them with gifts of service and is present to guide, comfort, transform and empower. John 20:22, Rom 8:11, 1 Cor 6:19-20, Gal 5:22

8. We believe in the Baptism of the Holy Spirit as a subsequent gift to salvation, with the biblical evidence of speaking in other tongues and the power to witness. Luke 11:13, Acts 1:8, 2:4,

9. We believe in all gifts of the Holy Spirit. 1 Cor 12:8-10; Heb 2:3-4

10. We believe in water baptism by full immersion for all believers and the consistent remembrance of Christ through communion. Mat 28:19; Acts 2:38; 1 Cor 11:23-26

11. We believe in the Biblical practice of tithing and generous giving of offerings by all believers. Lev 27:30, Mal 3:8-10, Mat 23:23, 2 Cor 9:6-8

12. We believe the church is the Bride of Christ and God's primary expression of His Kingdom in our world. Mat 16:18, Eph 3:10, 20-21

13. We believe the Kingdom of God operates effectively through God-given delegated authority. Mat 8:5-10, 1 Cor 11:3, Rom 13:1-5

14. We believe every believer is commissioned to go into the world and make disciples.
Mat 28:19-20

15. We believe in the spiritual unity of all believers through Jesus Christ.
Ps 133, Col 3:14

16. We believe in the Tribulation and the Rapture
Daniel 9:27; Jeremiah 30:7; Matthew 25:15-21; Revelation 6:1-21

17. We believe in the Second Coming of Christ
Zechariah 14:4-11; Matthew 24:15-23, 46; 2 Thessalonians 1:7-10; Revelation 20:6.

18. We believe in the Responsibility of Believers: To "grow in grace and knowledge of the Lord Jesus Christ" 2 Peter 3:18,

19. We believe in the future prophetic events for Israel Genesis 12:1-3, 17:1-8; Daniel 9:24-27; Ezekiel 36, 37; Jeremiah 31:31-40; Zechariah 12, 14; Romans 11:25-29; Revelation 20:1-6

IN SUMMARY

Upholding the Council's 'Code of Conduct and Faith Statement' Standards

All Members must agree and abide by the Apostolic Council's 'statement of faith' and 'code of conduct' to ensure we are all on the same page, in unity and understanding. These foundational documents set the standard for us to unite on and are non-negotiable. Violation of these standards may result in disciplinary action, up to and including termination of membership, position or employment.

Members are expected to uphold these standards, and the law:

This means as a member you must:

1. Read, understand and comply with the 'Code of Conduct and Faith Statement' and any policies, laws and regulations of the law.
2. Take personal responsibility and speak up when you see possible violations of the Code of Conduct and Faith Statement,' policies and legal and regulatory requirements.
3. Be truthful, and cooperate fully in any internal investigations. Do not conceal or destroy information.
4. Failing to read or attest to the Council's 'Code of Conduct or Faith Statement' does not excuse you from these responsibilities.
5. If you do not have a copy of any documents, we ask you take personal responsibility to obtain a copy for your information.
6. All Contact Information please email in writing: admin@apostoliccouncil.nz

Thank You!