[INSERT CHURCH NAME]

Trustees Code of Conduct

**{March 2025: This template is intended as a ‘best practice’ document and does not constitute legal advice. We have made it clear where churches should tailor this document to their specific needs. Please be aware that if you make changes outside of these areas, it may mean the policy is no longer best practice and FIEC cannot be held responsible for your amendments. When customising this document for your own church’s use, please edit all the text in [square brackets] and delete the brackets. Please also delete the instructions in {curly brackets} once you have followed them – including this paragraph – as they should not form part of the final document.}**

**{You may wish to use a term other than “Trustees” depending on your circumstances – e.g. elders, church leaders, etc.}**

### Beliefs

The trustees of [INSERT CHURCH NAME] are expected to:

{Include all beliefs the trustees must agree with. The following list is given as an example but may include any doctrinal distinctives or ethos statements the church has.}

* Wholeheartedly agree with the church’s Basis of Faith
* Accept FIEC’s ethos statements on:
  + Women in Ministry
  + Gospel Unity and Ecumenism
  + Same Sex Marriage

### Responsibilities

It is the responsibility of trustees to:

**Act within the governing document and the law** – being aware of the contents of the organisation’s governing document and the law as it applies to [INSERT CHURCH NAME].

**Act in the best interest of [INSERT CHURCH NAME] as a whole** – considering what is best for the organisation and its beneficiaries and avoiding bringing the church into disrepute.

**Manage conflicts of interest effectively** – registering, declaring and resolving conflicts of interest. Not gaining materially or financially unless specifically authorised to do so.

**Respect confidentiality** – understanding what confidentiality means in practice for [INSERT CHURCH NAME], its trustees group and the individuals involved with it.

**Have a sound and up-to-date knowledge of [INSERT CHURCH NAME] and its environment** – understanding how the church works and the environment within which it operates.

**Attend and prepare fully for meetings and all work for [INSERT CHURCH NAME] or give apologies** – reading papers, querying anything you don’t understand and thinking through issues in good time before meetings.

**Actively engage in discussion, debate and voting in meetings** – contributing positively, listening carefully, challenging sensitively and avoiding conflict.

**Act jointly and accept a majority decision** – making decisions collectively, standing by them and not acting individually unless specifically authorised to do so.

**Work considerately and respectfully with all** – respecting diversity, different roles and boundaries, and avoiding giving offence.

### Declaration

*I wholeheartedly agree with [INSERT CHURCH NAME]’s statements of belief and accept the responsibilities outlined above.*

**Signed:**

**Print name:**

**Date:**