

# Revolution Zone

REVOLUTION ZONE

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## **Code of Ethics**

### *Applicability of the Code*

This code is mandatory for all Christian Counsellors / Facilitators on all subject matters, on all levels of education.

### *Definition of Facilitation*

To act, assist or making something easier, assisting with progress or improvement of something. The activity of contributing to the fulfilment of a need or furtherance of an effort or purpose.

### *Definition of Facilitator*

A person that helps to bring about an outcome, e.g. learning, productivity, or communication, by providing indirect or unobtrusive assistance, guidance, or supervision.

### *Definition, Function and Responsibility of Facilitators*

Facilitators are to assist clients towards functioning and healing, and encourage clients to reach their full potential in Christ. Facilitators should create a safe and controlled environment in which clients do not feel threatened or afraid.

Facilitators should respect everyone and may not discriminate on the basis of gender, race, ethnicity, religious creed, denomination, socio-economic status, national origin or sexual orientation.

Facilitators should be sensitive and honest. Clients may not be used for personal gain, be harmed or exploited. The facilitator is responsible for the client and all advice given.

Being a Christian facilitator is a professional calling, and in some instances the facilitator may be required by law to testify about a client, possible abuse or a situation.

### *Christian Conduct*

Christian Facilitators should lead by example and be reliant on the Holy Spirit for guidance. The character of the Christian facilitator is patience, compassion, empathy, love and kindness. They are trustworthy and respected. Facilitators should be the link between the God and client.

#### What we believe

1. **The Trinity**

*The Father*, Creator of all things. The Ruler and the Judge. Father God is the perfect Father.

*The Son*, perfect God and perfect man. He is the full revelation of the Father unto us, and the foundation of our faith. He is the Way, the Truth and the Life. Christian facilitation is based on His truths, His ways and His life. He modelled true mentorship and facilitation throughout the scripture. As Christian Facilitators, our only aim is to follow in His footsteps regarding accessibility, mercy, love, forgiveness and the power of change.

*The Holy Spirit*, our Comforter – essential in Christian Facilitating.  
The Holy Spirit is also a trusting Friend.

2. **The Bible**

The Word of God, given to believers as a guideline for Christian Living and effective facilitation.

3. **The Church**

The church is not a denomination but the entire body of believers in Jesus Christ. Christian facilitation can't function outside the church because it must inform, educate and help heal the church.

4. **Respect for Life**

We were created in the image of God to worship Him. We were created spirit, soul and body and the ability to manipulate our will and make our own choices. We have a conscious and moral awareness. People live in different relationship dynamic with others and God.

God gave His Word as a guideline for all humanity. (All are lost and have fallen short of the Glory of God.) The solution to the law, sin and death is the atonement of Jesus Christ – reconciliation and restoration of the relationship between man and God.

The character of Christ on earth was humility and gentleness. He never forced Himself on anyone. He loved with compassion and understanding. Everyone who followed Him did so because they were moved by Him, not because He convinced them to do so.

As God respects life, we as Christian Facilitators should also respect human life as being sacred; from the pre-born to the elderly. Every person has the right to respect, unconditional love, acceptance and necessary privacy.

**5. Sanctity of Marriage**

Marriage is the binding spiritual contract between husband and wife. God honours their commitment as a holy covenant. Everything should be done to help save a marriage.

**6. Integrative Counselling**

We were created as threefold beings; body, soul and body. Apart from that we live within certain structures. Professional integrity moves facilitators to minister to clients on all aspects of their lives e.g. spiritual, psychologically, physiologically, socially, environmentally and financial etc.

Christian Facilitators should apply appropriate knowledge and skills wisely to minister to a person as a whole which will result in ministry excellence.

**7. Religious Freedom**

Christian Facilitators are free to practice their religious beliefs in their profession. Prayer, Bible reading, scripture reference and spiritual warfare are allowed during facilitation sessions. We have a right to our identity and work publically as Christian Facilitators regardless of professional association or licensure status.

As long as we are within the borders of the Constitution regarding Religious Freedom, we are protected by the law of Free Speech.

Religious Freedom will not protect the Christian facilitator against or cover illegal or unethical practises or anything which exploits or harm clients.

## 8. **Rights and responsibilities**

Probably the most important issue being a Christian facilitator is honouring their Biblical, legal and ethical obligations, firstly towards God, themselves, colleagues, the Church and society. We are responsible for the welfare of people and we must be accountable for our advice and actions.

Christian facilitators also have the responsibility to **intervene** to stop the suffering of victims and should be done in a sensitive, non-discriminating fashion.

Christian Facilitators are not (supposed to be) after financial gain.

Christian Facilitators have integrity, and the respect of fellow colleagues is of utmost importance. We do not to listen to gossip or tell idle stories of fellow colleagues.

### *Consultation and Reference*

Christian Facilitators always consult with fellow colleagues if they feel incompetent in dealing with a client or situation. Do not waste any time in the healing process of your client. A referral should take place if a facilitator feels inadequate to deal with a situation or a person. We never claim to know everything or exaggerate our competence. There are a couple of reasons why we refer our clients to colleagues who are subject matter experts:

- If you haven't dealt with a certain situation before, have little or no experience about a certain subject.
- If you have little or no training in a specific field.
- When the Counselee/Facilitator relationship is stuck on a certain level and there is little or no therapeutic progress.

- When there are strong feelings of judgement, confusion, sexual attraction, hate, etc.
  
- It is the responsibility of the Facilitator to refer the counselee to a Facilitator who, in his opinion, is competent, trust worthy and follow the Code of Ethics.
- In some instances referral beyond counselling borders are necessary.
- Medical, legal or mental assistance is sometimes required and are sometimes more relevant to the problem.
- The Christian Facilitator may not discriminate against fellow facilitators or counsellors, their faith, use of medication, psychiatric treatment or legal counsel.
- We respect our clients and their free will.
- It is important to be involved in a network of professionals for consultation which will improve social connection, professional liability, accountability, emotional support, continual education and valuable spiritual support.

### *Studies and Maintaining Expertise*

To improve effectiveness and ethical practice, Christian facilitators should maintain their level of expertise through continual studies, reading counselling magazines, attending conferences and speaking with colleagues. Have knowledge about a wide variety of topics and skills, but specialize in only a few areas so that you will not be overwhelmed in maintaining your knowledge.

Christian Facilitators must maintain the highest standards of integrity and ethics in their work. We do not promise what we can't deliver. The outcome of every session is bound by the facilitator's integrity, honour, objectivity and wisdom.

### *Ethical Practice*

The facilitator should define the borders of the counselling relationship as soon as possible. The client should agree to the rules regarding facilitator privacy. Clear guidelines should exist regarding emergency procedures, the limits of confidentiality, and resolutions of disputes and misunderstandings and everything should be in writing.

### *Facilitation Fees*

Facilitation is a service two people agree on and should be available to whoever is in need of this service. Any cost involved should be agreed upon by both the facilitator and the client and should be reasonable and fair. Facilitators should, however, be willing to also assist clients who are unable to make required financial contributions. The facilitator can also work on a sliding fee on merit of a client's income and ability to pay.

When a client pays for a service rendered, they will be more likely to be accountable and to take responsibility for the change in their lives that the facilitation requires.

Christian facilitators do not select their clients on the ability to pay for facilitation.

### *Record Keeping*

A Christian facilitator should be prepared for this ministry. All documents, specified forms and questionnaires should be of high quality. A complete record of each client should be kept in a safe place to ensure client confidentiality. These forms, if completed, must show facilitator competence, detail and objectivity.

These forms must be maintained as the time goes by since it is the only point of reference and may only be disposed of a year after therapy is terminated.

### *Assessment*

Evaluation should take place regularly by a competent person, but

- Clients may not be evaluated inaccurately
- Unnecessary expensive testing is not allowed
- No unauthorized evaluation or testing may take place

Tests are developed for the use by recognized professionals only. The misuse of evaluation tests is punishable by law. All assessments and evaluations should be done safely and properly. The Christian facilitator should be qualified to do such evaluations, understand their content and interpretation. If necessary, facilitators should be able and willing to state the reason, validity and outcome of such evaluations.

### *Working with Couples, Families and Groups*

Facilitation is not always limited to a single client. Christian facilitators often have to work with multiple people connected to a person, but be sure to know the preference of the primary client. Consent for group counselling is the same as with individual consent, with the exception of group confidentiality. The objection and the goal of the facilitator differ from single too multiple facilitation. If the group is the client, individual interest will be subordinate to the group issues.

In family counselling, the facilitator plays a mediating role, avoiding taking sides. Members of a family should feel safe enough to confide in the facilitator without fear and prejudice.

The Christian facilitator should know the difference and respect the boundaries of constructive confrontations and verbal abuse. Clients will be protected from all forms of psychological, physical and verbal abuse.

Facilitators do not promise confidentiality in family or group counselling, but rather explain the problems and limits of keeping secrets. Families should be encouraged to communicate openly to improve relationships. It often happens that facilitators are caught up in the middle of family conflict, disagreements or disputes, and some may expect the facilitator to take sides. The facilitator must stay objective in his / her role as mediator. In some cases the facilitator might be required to testify in divorce, criminal or abuse trials, and in this cases clarify their neutral, therapeutic and mediation position and must always decline to serve in a conflicting capacity.

### *Freedom of Choice*

Christian facilitators will often face the possibility of counselling persons with opposite value systems and religious beliefs. Facilitators should respect freedom of choice of every individual and should strive to understand client paradigm. If the religious or value differences become too big, it is advised to discuss or re-negotiate the facilitating relationship and to do the necessary referral.

## *Continuity of Care*

Christian facilitators should maintain care continuity. Lengthy interruption is not advisable. Have a referral system in place for holidays or facilitator illness.

## *Counselling Termination*

Facilitation should not be abruptly cut off or ended without prior notice or without adequately preparing the client for the termination.

- Termination should only take place when the facilitation objectives have been achieved.
- Termination may take place if the client decides to terminate the facilitation.
- Termination may take place if the client no longer benefits from facilitation.
- Termination should take place if it is harmful to the client.

## *Sexual Misconduct*

The facilitation ministry is to assist clients towards healing. Sexual relationships with clients are strictly prohibited. Consent in such cases is illusionary due to the power imbalance in the facilitator/counselee relationship. Forbidden sexual relations include but are not limited to:

- Direct sexual touch or contact
- Seductive sexual speech or non verbal behaviour
- Solicitation of sexual behaviour
- Sexual harassment

- Sexual misconduct as defined by all applicable laws, ethics and church, organizational and practice policies.

Relationships with previous clients are prohibited because the client might want to return for further facilitation. If such a relationship continues, marriage is acceptable after two years of the termination of facilitation. Christian facilitators do not counsel marriage or sexual partners of clients, but have to make the appropriate referral in such a case.

### *Dual Relationships*

A counsellor can't be in a dual relationship with a client. Three or more levels of relationship influence facilitator objectivity. Facilitators should not deliberately engage in business events to start a dual relationship. Dual relationships are potentially hazardous and might require future justification. This prohibition prevents client exploitation and avoids the loss of the moral integrity of the facilitator.

The Code of Ethics is based on the International Code of Ethics for counsellors.

It is for the protection of both Facilitator and Client.