

Guy Talks Brotherhood

Crew Leader Code of Conduct & Covenant

Purpose

As a Guy Talks Crew Leader, I commit to stewarding a small Crew of men in a way that reflects the values of Connect, Grow & Thrive and protects the safety and dignity of every member.

My Commitments as a Crew Leader

1. Character & Integrity

- I will seek to model honesty, humility, and personal responsibility.
- I will be open about my own growth journey without pretending to have everything figured out.
- If I make mistakes, I will own them and seek to repair any harm.

2. Presence & Reliability

- I will commit to the full Crew leadership term (normally one year), barring unforeseen circumstances.
- I will come prepared, start and end on time, and communicate promptly if I must miss or reschedule.
- I will follow Guy Talks processes for attendance, reporting, and communication.

3. Respect, Inclusion & Non-Discrimination

- I will treat every Crew member with respect, regardless of age, race, ethnicity, religion, sexual orientation, gender identity, ability, socio-economic status, or background.
- I will not tolerate bullying, shaming, harassment, or discriminatory language in the Crew.
- I will encourage a culture of curiosity and respect rather than debate or coercion.

4. Confidentiality & Psychological Safety

- I will uphold confidentiality: what is shared in the Crew stays in the Crew.
- I will clearly explain that there are exceptions to confidentiality where there is a risk of serious harm to a member or others.
- I will not share identifying stories outside the Crew without explicit permission.

5. Boundaries & Scope of Role

- I understand that I am not acting as a therapist, doctor, lawyer, or financial advisor.
- I will not diagnose, prescribe, or offer professional advice outside my competence.
- Where issues go beyond peer support, I will encourage members to seek appropriate professional help and, where appropriate, signpost trusted resources.
- I will avoid romantic or sexual relationships, financial entanglements, or other conflicts of interest with members of my Crew.

Guy Talks Brotherhood

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My Commitments as a Crew Leader - continued

6. Safety, Substance Use & Conduct

- I will not attend or lead Crew meetings while impaired by alcohol or drugs.
- I will not bring weapons or behave in any way that is threatening, intimidating, or violent.
- I will support a zero-tolerance stance toward violence, abuse, and exploitation.

7. Responding to Distress & Risk

- If I become concerned about a member's immediate safety (for example, talk of suicide, harm to others, or severe domestic violence), I will take the concern seriously.
- I will involve a Guy Talks program lead as soon as possible.
- I will encourage or access appropriate crisis or emergency services, in line with Guy Talks' crisis protocol.
- I will document serious incidents in accordance with program guidance.

8. Spiritual & Values Language

- I will use spiritual language (for example, faith, prayer, or calling) only in ways that are respectful, invitational, and sensitive to the mix of beliefs in the Crew.
- I will never pressure anyone to adopt my beliefs or practices.

9. Learning & Accountability

- I will complete required training and participate in Crew Leader check-ins or huddles.
- I welcome feedback from members and the Guy Talks leadership team and will adjust my approach as needed.
- If I can no longer uphold this covenant, I will step back from Crew leadership.

Crew Leader Declaration

I have read and understood the Guy Talks Brotherhood - Crew Leader Code of Conduct & Covenant. I agree to uphold these commitments to the best of my ability for the duration of my involvement.

Name: _____

Signature: _____

Date: _____

Guy Talks Brotherhood

Crew Member Code of Conduct & Covenant

Purpose

As a Brotherhood member participating in a Guy Talks Crew, I commit to helping create a space where men can connect, grow, and thrive together in safety and mutual respect.

My Commitments as a Crew Member

1. Showing Up & Engaging

- I will make a good-faith effort to attend scheduled Crew meetings and monthly Guy Talks gatherings.
- If I cannot attend, I will let my Crew Leader know as early as reasonably possible.
- I will participate honestly and respectfully, understanding that my own effort contributes to the value I and others receive.

2. Respect for Others

- I will treat other members and Crew Leaders with respect, regardless of age, race, ethnicity, religion, sexual orientation, gender identity, ability, socio-economic status, or background.
- I will not use shaming, belittling, harassing, or discriminatory language.
- I will listen to understand, not just to respond or argue.

3. Confidentiality & Trust

- I understand that Crew conversations are confidential: what is shared in the Crew stays in the Crew.
- I will not share other men's stories or personal details outside the Crew without their clear permission.
- I understand there are exceptions when there is serious risk of harm to someone, in which case Crew Leaders may need to involve appropriate support.

4. Voluntary Sharing & Boundaries

- I will be honest about what I am comfortable sharing and respect my own limits. I may always say "pass" on any question or topic.
- I will respect the boundaries of others and never pressure anyone to reveal more than they wish.
- I understand that Crew Leaders are not therapists or professional advisors, and the Crew is not a substitute for counselling, medical care, or legal/financial advice.

Guy Talks Brotherhood

Crew Member Code of Conduct & Covenant

My Commitments as a Crew Member - continued

5. Safety, Substance Use & Conduct

- I will not attend Crew meetings while impaired by alcohol or drugs.
- I will not engage in any behaviour that is threatening, intimidating, or violent.
- I will not bring weapons or illegal substances to any Guy Talks event or Crew meeting.
- If I feel unsafe or concerned about someone's behaviour, I will raise it with my Crew Leader or a Guy Talks leader.

6. Spiritual & Values Language (Optional)

- I understand that the Crew is values-based and may include optional spiritual elements (such as brief prayer, reflection, or discussion of faith).
- I am free to engage, adapt, or decline these elements in good conscience, and I will extend the same respect to others.

7. Commitment to Growth

- I will approach this experience as an opportunity to grow - relationally, emotionally, and in other areas of life.
- I will be open to encouragement and challenge, and I will give both in a kind and constructive way.
- I will engage honestly with any self-assessment tools used (for example, the Harvard Flourishing Index) and use them for my own reflection, not to compare myself with others.

Crew Member Declaration

I have read and understood the Guy Talks Brotherhood - Crew Member Code of Conduct & Covenant. I agree to uphold these commitments to the best of my ability for the duration of my involvement.

Name: _____

Signature: _____

Date: _____