



REFLECTIVE
SAFEGUARDING™

COERCIVE CONTROL

A FAITH-BASED FRAMEWORK
FOR HEALTHY AUTHORITY AND SAFER COMMUNITIES



RECOGNISE
PATTERNS.
NOT INCIDENTS.



PROTECT
DIGNITY.
RESTORE
INTERNAL AUTHORITY.



EQUIP
PEOPLE TO
FLOURISH.



LEADERSHIP
THAT SERVES,
NOT CONTROLS.



BECAUSE EVERY
PERSON BEARS THE
IMAGE OF GOD,
EVERY PERSON
DESERVES JUSTICE,
RESPECT AND THE
FREEDOM TO SPEAK
WITHOUT FEAR.

*He has shown you,
O mortal, what is good.
And what does the LORD
require of you? To act justly
and to love mercy and to
walk humbly with your God.*

— MICAH 6:8



SAFE PEOPLE
EVERY VOICE
MATTERS



JUST PROCESSES
TRUTH AND
ACCOUNTABILITY



DIGNITY RESTORED
INTERNAL AUTHORITY
STRENGTHENED



FAITH IN ACTION
BIBLICAL PRINCIPLES
LIVED OUT



**COMMUNITIES
THAT FLOURISH**
PEOPLE BECOME
MORE THEMSELVES

SHARON MACKENZIE

www.spiritledcounselling.com

The Reflective Safeguarding Framework™

Recognising Coercive Control in Faith-Based Organisations

Healthy Authority • Healthy Community

Integrating NSW Coercive Control Principles, Psychosocial Safety and Biblical Servant Leadership

Introduction

Why This Guide?

Churches are called to be places of truth, safety, restoration and flourishing.

Leadership within the Body of Christ is intended to reflect the character of Jesus Christ—leadership that serves rather than dominates, equips rather than controls and restores rather than diminishes.

Yet faith-based organisations are not immune from unhealthy organisational cultures.

Patterns of concentrated authority, fear-based leadership, narrative control, poor governance, lack of accountability and the silencing of dissent can gradually erode trust, participation and psychological safety.

These patterns may not always be recognised as safeguarding concerns because they rarely begin with obvious misconduct.

Instead, they emerge slowly through repeated behaviours that reduce a person's confidence, participation, discernment and internal authority.

Reflective Safeguarding™ provides a practical framework for recognising these patterns before they become normal organisational culture.

Why Coercive Control Matters

Public awareness of coercive control has grown significantly across Australia following increasing recognition that abuse is often characterised by repeated patterns of behaviour rather than isolated incidents.

The NSW Parliament recognised this reality through the Crimes Legislation Amendment (Coercive Control) Act 2022, acknowledging that repeated controlling behaviour can produce

profound psychological, emotional and social harm long before physical violence occurs.

While the legislation specifically relates to intimate partner relationships, the underlying patterns of coercion, isolation, intimidation, dependency and narrative control provide important safeguarding insights for every organisation that exercises authority.

Reflective Safeguarding™ applies these principles within churches, ministries and Christian organisations, recognising that healthy authority should always increase dignity, participation and maturity rather than fear, dependency or silence.

Healthy Authority versus Controlling Authority

Healthy authority reflects the leadership of Christ.

Its purpose is to develop people.

Healthy leaders:

equip others,

share responsibility,

welcome questions,

encourage discernment,

develop future leaders,

celebrate diverse gifts,

admit mistakes,

remain accountable,

and create psychologically safe environments where people flourish.

Controlling authority produces a different culture.

Questions become threats.

Disagreement becomes disloyalty.

Leadership becomes concentrated.

Narratives replace open conversation.

Fear replaces participation.

Compliance replaces discernment.

Dependency replaces maturity.

Reflective Safeguarding™ proposes a simple principle:

Healthy authority strengthens internal authority.

People leave healthy communities more confident, more discerning and more fully themselves.

Controlling authority gradually replaces internal authority with external control.

People begin doubting their own observations, suppressing their gifts, avoiding questions and carrying responsibility that does not belong to them.

The Reflective Safeguarding Perspective

Reflective Safeguarding™ recognises that coercive systems—whether in relationships, families, churches, workplaces or communities—often operate by eroding internal authority.

They replace:

observation with narrative,

discernment with compliance,

responsibility with blame,

healthy participation with dependency,

psychological safety with fear,

and freedom with control.

The practice of Reflective Safeguarding™ is the intentional restoration of a person's God-given capacity to observe clearly, think critically, exercise their gifts, set healthy boundaries and remain deeply rooted in their dignity, identity and relationship with God.

Chapter 1

What is Coercive Control?

Beyond Individual Incidents

Coercive control is best understood as a pattern rather than a single event.

One disagreement is not coercive control.

One poor leadership decision is not coercive control.

One difficult conversation is not coercive control.

The concern arises when repeated behaviours consistently reduce another person's freedom, participation, confidence, relationships or ability to exercise independent judgement.

The cumulative effect is often far more damaging than any individual incident.

A Working Definition

For the purposes of Reflective Safeguarding™, coercive control may be understood as:

A repeated pattern of behaviour that gradually replaces another person's internal authority with external control through intimidation, isolation, dependency, narrative management, manipulation or fear, resulting in diminished dignity, participation and freedom.

Patterns Rather Than Incidents

Reflective Safeguarding™ encourages leaders to observe patterns such as:

repeated dismissal of concerns,

information withholding,

rewriting organisational narratives,

excluding people from decision-making,

discouraging questions,

triangulation,

spiritual manipulation,

public humiliation,

micromanagement,

fear-based leadership,

or the concentration of authority within a small group.

Each behaviour may appear insignificant in isolation.

Together they may create a culture that gradually erodes trust, psychological safety and organisational health.

NSW Legislative Context

The Crimes Legislation Amendment (Coercive Control) Act 2022 reflects an important safeguarding principle:

harm often develops through repeated controlling behaviour rather than isolated acts.

Similarly, the Work Health and Safety Act 2011 (NSW) requires organisations to identify and manage psychosocial hazards including bullying, poor organisational justice, inadequate consultation, role ambiguity, harassment and unreasonable workplace behaviour.

Faith-based organisations employing staff or engaging volunteers should therefore consider leadership culture, governance structures and organisational practices as legitimate safeguarding and psychosocial safety considerations.

Healthy governance is not simply administrative compliance.

It is part of caring well for people.

Why Churches Should Pay Attention

Churches exist to proclaim the Kingdom of God.

The New Testament consistently presents leadership as service rather than domination and ministry as the equipping of the saints rather than the concentration of authority.

When organisational culture discourages discernment, suppresses participation or diminishes the gifts of members, safeguarding concerns extend beyond individual behaviour into systemic health.

Reflective Safeguarding™ therefore asks a simple but profound question:

What kind of people is this leadership culture forming?

Does it produce:

confidence,

maturity,

discernment,

participation,

shared responsibility,

and flourishing?

Or does it produce:

fear,

dependency,

silence,

confusion,

compliance,

and the gradual erosion of internal authority?

Healthy churches create people who become more fully themselves.

Healthy authority reflects Christ by restoring dignity, multiplying leaders and making room for every member of the Body to exercise the gifts God has entrusted to them.

Chapter 2

The Reflective Safeguarding™ Framework

Recognising the Pattern – Restoring Internal Authority

Reflective Safeguarding™ begins with a simple observation:

Healthy authority strengthens people.

Coercive authority gradually replaces a person's confidence, discernment and participation with dependence on another person's narrative, approval or control.

This rarely happens through one dramatic event.

It happens through repeated patterns.

One meeting.

One conversation.

One ignored concern.

One rewritten narrative.

One apology.

One person labelled "difficult."

Until questioning becomes unsafe and silence becomes the easiest way to belong.

The Pattern

Coercive systems often replace:

Observation with Narrative

Instead of asking,

"What actually happened?"

the organisation quickly decides,

"This is what happened."

Facts become secondary to protecting a preferred story.

Questions become inconvenient.

Alternative perspectives are minimised.

People begin doubting their own observations.

Discernment with Compliance

Healthy organisations encourage thoughtful participation.

Coercive cultures reward agreement.

Questions become disloyalty.

Independent thinking becomes rebellion.

Silence becomes maturity.

Over time people stop asking,

"What is true?"

and begin asking,

"What am I allowed to say?"

Responsibility with Blame

Healthy organisations investigate behaviour fairly.

Healthy leaders ask,

"What can we learn?"

Coercive systems often personalise problems.

Attention shifts from the behaviour to the person raising the concern.

Common patterns include:

"You are too sensitive."

"You are creating division."

"You misunderstood."

"You are the problem."

The behaviour disappears from discussion.

The person becomes the issue.

Freedom with Dependency

Healthy leadership equips people.

Coercive leadership creates dependency.

People become afraid to:

make decisions,

exercise initiative,

disagree,

use their gifts,

or act without approval.

Healthy authority develops maturity.

Control develops dependence.

Organisational Gaslighting

Gaslighting is the repeated denial or distortion of another person's reality until they begin doubting themselves.

It may include:

rewriting conversations,

denying previous decisions,

altering narratives,

telling someone they are imagining events,

minimising legitimate concerns,

or repeatedly suggesting they are overreacting.

The result is confusion and loss of confidence.

Reflective Safeguarding™ invites people to return to observable facts.

Ignoring Concerns

Not every safeguarding failure involves active misconduct.

Sometimes harm occurs through inaction.

Concerns are:

acknowledged but never addressed,

deferred indefinitely,

passed between leaders,

or quietly allowed to disappear.

Repeated avoidance communicates an important message:

"Your concerns do not matter."

Healthy organisations close the loop.

They communicate.

They investigate.

They respond.

Conflict Resolution

Healthy conflict strengthens community.

People speak directly.

People apologise.

People listen.

People seek restoration.

Coercive systems often avoid genuine conflict resolution.

Instead they rely on:

silence,

triangulation,

avoidance,

private conversations,

informal influence,

or exclusion.

Conflict remains unresolved while relationships slowly deteriorate.

Labelling People

One of the most common safeguarding concerns is labelling.

Instead of engaging with the concern, organisations begin defining the person.

Examples include:

"difficult"

"negative"

"divisive"

"too emotional"

"unsubmissive"

"not a team player"

"rebellious"

In some faith communities, women who ask questions or challenge unhealthy practices may even be described using spiritually loaded language such as:

"Jezebel"

"rebellious"

"causing division"

or accused of operating in an inappropriate spirit.

Reflective Safeguarding™ encourages leaders to pause.

Before accepting labels, ask:

What observable behaviour are we discussing?

What evidence supports this conclusion?

Have we listened directly to the person?

Are we responding to behaviour, or protecting an existing narrative?

The Restoration

Reflective Safeguarding™ intentionally restores:

Internal Authority

The confidence to observe clearly.

To think critically.

To ask questions.

To trust one's discernment.

Dignity

Every person bears the image of God.

Every person deserves respect.

Every person deserves procedural fairness.

Every person deserves to be heard.

Healthy Boundaries

Healthy people can say:

no,

I disagree,

I need time,

I see it differently,

I need support,

without fear of exclusion.

Discernment

Healthy churches do not replace discernment.

They develop it.

They encourage people to think, pray, reflect and seek wisdom together.

Servant Leadership

Jesus consistently used authority to restore dignity.

He listened.

He invited questions.

He challenged unhealthy power.

He equipped others.

He sent disciples into ministry.

Healthy authority follows the same pattern.

It creates people who become more confident,

more responsible,

more discerning,

more courageous,

and more fully themselves.

The Reflective Safeguarding Question

Every board,

every leadership team,

every church,

every workplace,

every ministry,

and every Christian community should regularly ask:

Are our leadership practices strengthening people's internal authority...

or are they slowly replacing it?

Because healthy authority reflects Christ.

It does not create fear.

It creates flourishing.

Chapter 3

Healthy Authority, Healthy Community

What Does Healthy Leadership Actually Look Like?

Many people can recognise unhealthy leadership once they have experienced significant harm.

Far fewer people know what healthy authority actually feels like.

Reflective Safeguarding™ begins with a simple belief:

Authority is a gift entrusted by God to serve people, not control them.

Healthy authority creates communities where people become more confident, more discerning and more fully themselves.

It never requires people to abandon their dignity in order to belong.

Christ-Like Leadership

Jesus consistently used authority to restore people.

He asked questions.

He listened.

He noticed people others ignored.

He corrected without humiliation.

He challenged without intimidation.

He restored dignity.

He equipped ordinary people.

He shared responsibility.

He sent others into ministry.

He rejoiced when they flourished.

His authority never depended on making others feel small.

His authority gave others room to become fully alive.

Transparency

Healthy organisations do not hide information unnecessarily.

They communicate clearly.

They explain decisions.

They document processes accurately.

They acknowledge mistakes.

They invite questions.

People know:

how decisions are made,

who is responsible,

how concerns can be raised,

and what happens next.

Transparency creates trust.

Secrecy creates dependency.

Accountability

Healthy leaders are accountable.

No individual is beyond question.

No leader is beyond feedback.

Healthy governance welcomes review because it values truth above reputation.

Healthy leaders are willing to say:

"I was wrong."

"I missed something."

"Thank you for raising that."

"I apologise."

Accountability strengthens authority.

It does not weaken it.

Shared Authority

Healthy churches recognise that wisdom is distributed throughout the Body of Christ.

Leadership is not concentrated in one personality.

Different gifts are valued.

Different perspectives are welcomed.

People are trusted with meaningful responsibility.

Healthy leaders are not threatened by capable people.

They actively develop them.

Healthy authority multiplies authority.

Coercive authority concentrates authority.

Psychological Safety

Psychological safety is the confidence that people can speak honestly without fear of humiliation, exclusion or punishment.

In psychologically safe communities people can:

ask questions,

admit mistakes,

disagree respectfully,

offer different ideas,

raise safeguarding concerns,

challenge processes,

and remain valued members of the community.

Fear is not a fruit of healthy leadership.

Trust is.

Mutual Respect

Every person carries inherent dignity.

Every person bears the image of God.

Respect is therefore not earned through position.

It is recognised because of personhood.

Healthy communities:

listen before responding,

assume good intent,

address behaviour rather than attacking identity,

and seek understanding before judgement.

People leave conversations feeling heard rather than diminished.

Servant Leadership

Jesus said,

"The greatest among you will be your servant."

Servant leadership does not mean weak leadership.

It means leadership exercised for the flourishing of others.

Servant leaders ask:

Who is growing?

Who is being equipped?

Who has not been heard?

Who needs encouragement?

Who can I empower?

The success of servant leadership is measured by the growth of the community, not the prominence of the leader.

Women and Healthy Leadership

Healthy authority does not fear the gifts of women.

Healthy authority creates space for women to:

lead,

teach,

govern,

administer,

create,

question,

discern,

and contribute fully according to their gifts and calling.

Healthy leadership does not require women to become quieter in order to belong.

It celebrates the diversity of gifts within the Body of Christ.

Every girl should be able to walk into a church and see women whose wisdom is respected, whose leadership is trusted and whose voices are welcomed.

Representation communicates belonging.

Participation strengthens community.

Dignity reflects the Kingdom of God.

A Healthy Community Feels Different

People laugh.

People apologise.

People ask questions.

People admit mistakes.

People celebrate one another.

People are free to leave without shame.

People return because they are loved, not because they are afraid.

Children are safe.

Young people are heard.

Women are respected.

Men are free to be vulnerable.

Leaders are accountable.

Truth is valued above reputation.

The mission is greater than any individual.

Reflective Questions

When I leave this community...

Do I feel:

more confident?

more peaceful?

more discerning?

more connected to God?

more able to use my gifts?

more fully myself?

Or do I feel:

smaller?

more anxious?

more dependent?

more confused?

less willing to speak?

afraid of making mistakes?

Healthy authority expands people.

Healthy community restores dignity.

Healthy leadership reflects Christ by helping every person become more fully the individual God created them to be.

The Reflective Safeguarding Principle

The ultimate test of leadership is not how many people follow.

It is how many people flourish.

Healthy authority strengthens internal authority.

Healthy community creates confident disciples.

Healthy leadership leaves people standing taller, thinking more clearly, trusting God more deeply and becoming more fully themselves.

Chapter 4

Organisational Coercive Control

Recognising Patterns That Gradually Erode Internal Authority

Organisational coercive control is rarely obvious.

It does not usually begin with threats or dramatic misconduct.

Instead, it develops gradually through repeated leadership behaviours that reduce participation, discourage independent thinking and concentrate authority within individuals or small groups.

One incident may simply be poor leadership.

Reflective Safeguarding™ encourages us to look for repeated patterns.

The pattern is the safeguarding concern.

What Organisational Coercive Control Looks Like

Reflective Safeguarding™ recognises that coercive organisational cultures often replace:

observation with narrative

discernment with compliance

responsibility with blame

participation with dependency

healthy disagreement with silence

shared leadership with concentrated authority

The cumulative effect is the gradual erosion of internal authority.

People stop asking,

"What is true?"

and begin asking,

"What am I allowed to say?"

Rewriting Narratives

Healthy organisations preserve truth.

Coercive organisations often preserve reputation.

This may include:

rewriting meeting discussions,

changing the meaning of decisions,

retelling events differently,

ignoring inconvenient facts,

or creating an official narrative that differs from people's lived experience.

Over time individuals begin questioning their own observations.

Reflective Safeguarding™ asks:

What are the observable facts?

What documentation exists?

What was actually said?

Bypassing Governance

Healthy governance exists to protect everyone.

Roles are respected.

Policies are followed.

Delegated authority is honoured.

Concerns are addressed through agreed processes.

Organisational coercive control often bypasses governance through:

informal decision-making,

private conversations,

unofficial approvals,

ignoring delegated responsibilities,

or concentrating decisions within a small group.

Governance becomes symbolic rather than functional.

Concentrating Authority

Healthy organisations distribute authority.

Healthy leaders develop future leaders.

Healthy churches recognise that wisdom exists throughout the Body of Christ.

Coercive cultures increasingly concentrate authority.

The same people make every decision.

The same voices are always heard.

Questions become personal challenges rather than valuable contributions.

The organisation becomes dependent upon individuals rather than healthy governance.

Healthy authority multiplies leadership.

Coercive authority centralises it.

Triangulation

Healthy organisations speak directly.

Reflective conversations occur with the people involved.

Concerns are discussed respectfully and transparently.

Triangulation occurs when:

people speak about someone rather than to them,

others are recruited into conflict,

messages are delivered through intermediaries,

or individuals are excluded from conversations that directly affect them.

Triangulation creates confusion, mistrust and isolation.

Healthy communication restores clarity.

Information Control

Information is power.

Healthy organisations share information appropriately and consistently.

Policies are accessible.

Minutes accurately reflect decisions.

Processes are transparent.

Information control may include:

withholding documents,

limiting access,

sharing information selectively,

changing expectations without communication,

or creating uncertainty around decision-making.

People become dependent on those who possess information.

Transparency restores trust.

Fear of Questioning

Healthy authority welcomes questions.

Healthy organisations recognise that curiosity strengthens governance.

Coercive cultures often interpret questions as:

disrespect,

disloyalty,

rebellion,

or lack of submission.

Eventually people stop asking questions altogether.

Silence is mistaken for unity.

Reflective Safeguarding™ reminds us that genuine unity is built on truth, not fear.

Spiritual Intimidation

Faith communities carry a unique responsibility because spiritual language has the power to shape identity and conscience.

Healthy spiritual leadership invites discernment.

It encourages prayer, wisdom and mutual accountability.

Spiritual intimidation may include:

using Scripture to silence legitimate concerns,

equating disagreement with rebellion,

suggesting questioning leadership is questioning God,

using fear of divine judgement to obtain compliance,

or assigning negative spiritual labels to people who raise concerns.

Women who speak with confidence may be described as:

"difficult"

"divisive"

"rebellious"

or, in some communities,

"Jezebel."

Reflective Safeguarding™ encourages leaders to return to observable behaviour rather than spiritualised assumptions.

Healthy theology restores dignity.

It does not diminish it.

Dependence on Charismatic Leaders

Healthy churches are built on Christ.

Healthy organisations develop systems, teams and shared leadership.

Charismatic leadership becomes a safeguarding concern when:

all decisions depend upon one person,

no one feels able to challenge leadership,

the organisation's identity becomes inseparable from one individual,

or succession planning becomes impossible.

Healthy leaders prepare others to lead.

Healthy leaders become increasingly unnecessary.

The success of leadership is measured by the maturity of the community, not the prominence of the leader.

Women and Organisational Coercive Control

Reflective Safeguarding™ invites organisations to ask:

Are women represented in governance?

Are women involved in safeguarding?

Are women trusted with financial oversight?

Can women disagree respectfully?

Can women exercise leadership gifts?

Can young women see women whose wisdom is recognised?

Communities that consistently minimise, exclude or silence women's participation should pause and reflect carefully.

The absence of diverse voices increases organisational blind spots and concentrates power.

Healthy leadership reflects the image of God by creating space for the flourishing of every member of the Body.

The Reflective Safeguarding Audit

Ask your leadership team:

Can people disagree without fear?

Can people leave without shame?

Are concerns investigated fairly?

Are policies consistently followed?

Are governance roles respected?

Are women represented?

Are minutes accurate?

Is information transparent?

Do people become more confident here?

Or do they gradually become quieter, smaller and more dependent?

The Reflective Safeguarding Principle

Organisational coercive control rarely begins with domination.

It begins when people slowly stop trusting themselves.

Healthy authority restores that trust.

Healthy governance protects it.

Healthy churches cultivate it.

Healthy leaders celebrate it.

Because every person bears the image of God and deserves to participate with dignity, wisdom and freedom.

The ultimate safeguarding question is simple:

Does this organisation strengthen people's internal authority...

or does it slowly replace it?

Chapter 5

Women and Organisational Safeguarding

What Are We Teaching Our Daughters?

Reflective Safeguarding™ begins with a simple truth.

Every woman bears the image of God.

Every woman possesses inherent dignity.

Every woman carries gifts entrusted to her by God for the flourishing of the Church and the world.

Safeguarding therefore asks a broader question than compliance.

It asks:

What kind of people is this community forming?

The Quiet Curriculum

Every church teaches.

Not only through sermons.

Through meetings.

Through governance.

Through leadership.

Through who speaks.

Through who decides.

Through who is trusted.

Through who is visible.

Children learn long before they understand theology.

They watch.

They observe.

They imitate.

Little girls quietly ask:

Can someone like me belong here?

Can someone like me lead here?

Can someone like me ask questions here?

Can someone like me become everything God created me to be?

Representation Matters

Representation is not simply about numbers.

It is about belonging.

When women participate in governance, safeguarding, finance, leadership and decision-making, girls see possibility.

They learn that wisdom has many voices.

They learn that leadership can be collaborative.

They learn that their gifts matter.

They learn that their observations have value.

They learn that they do not have to become smaller to belong.

A Reflective Safeguarding Lens

Every faith community should ask:

Are women represented in governance?

Are women involved in safeguarding?

Are women involved in financial oversight?

Are women included in strategic planning?

Are women trusted with responsibility?

Can women exercise leadership gifts?

Can women respectfully disagree?

Can women ask difficult questions?

Can women challenge unhealthy systems without being labelled?

Can women become visible without becoming targets?

Can girls see women whose wisdom is trusted?

Why This Is A Safeguarding Question

Healthy governance benefits from diversity.

Research consistently demonstrates that diverse leadership teams improve decision-making, accountability and organisational resilience.

When leadership becomes concentrated within a narrow group, organisations become more vulnerable to:

groupthink,

unchecked authority,

blind spots,

poor organisational justice,

and unhealthy power dynamics.

Reflective Safeguarding™ therefore recognises meaningful participation as a protective factor.

The absence of diverse voices should invite careful reflection.

The Language We Use

Women who contribute confidently are sometimes described as:

too emotional,

too sensitive,

too ambitious,

too difficult,

too strong,

too independent,

too much.

In some faith communities, spiritually loaded language may be applied:

rebellious,

divisive,

or even "Jezebel."

Reflective Safeguarding™ encourages leaders to pause.

Are we responding to observable behaviour?

Or are we responding to discomfort with a woman exercising confidence, discernment or authority?

Healthy communities address behaviour.

Healthy communities avoid labelling identity.

Jesus and Women

Jesus consistently restored dignity.

He spoke publicly with women.

He welcomed women as disciples.

He entrusted women with significant responsibilities.

He defended women against public shame.

He listened.

He taught.

He restored.

He never required women to become smaller in order to belong.

His authority created space for human flourishing.

Healthy leadership follows the same pattern.

The Internal Authority Question

Reflective Safeguarding™ asks every woman:

Can I become fully myself here?

Can I use my gifts?

Can I ask questions?

Can I think differently?

Can I contribute wisdom?

Can I lead?

Can I flourish?

Can I remain deeply rooted in the woman God created me to be?

Or am I quietly learning to disappear?

A Letter To Every Girl Sitting In Church

You are not an interruption.

You are not too much.

Your curiosity is not rebellion.

Your wisdom is not a threat.

Your leadership is not a problem to be managed.

Your discernment is a gift.

Your voice matters.

Your questions matter.

Your creativity matters.

Your courage matters.

The image of God within you deserves to flourish.

Healthy churches create women who stand taller, think more clearly, love more deeply and trust God more confidently.

That is the fruit of healthy authority.

The Reflective Safeguarding Principle

Healthy communities do not ask women to become smaller.

Healthy communities create space for women and men alike to become more fully the people God created them to be.

Because the measure of leadership is not control.

The measure of leadership is flourishing.

And every little girl deserves to grow up believing that her voice, her gifts, her wisdom and her dignity are welcomed as part of the Kingdom of God.

Chapter 6

Organisational Risk Indicators

The Reflective Safeguarding™ Audit

Recognising Patterns of Organisational Coercive Control

Healthy organisations do not become unhealthy overnight.

Cultures are formed through repeated behaviours.

Small compromises become accepted practices.

Silence becomes normal.

Questions disappear.

People leave quietly.

Reflective Safeguarding™ encourages leaders to regularly pause and ask:

What kind of people is our organisation forming?

Are people becoming:

more confident,

more discerning,

more courageous,

more responsible,

more fully themselves?

Or are they becoming:

more dependent,

more fearful,

more silent,

more confused,

more willing to ignore their own observations?

This audit is designed to assist leadership teams in recognising organisational patterns before they become safeguarding failures.

Leadership & Governance

Healthy organisations...

- ☐ Leadership welcomes respectful questions.
- ☐ Governance roles are understood and respected.
- ☐ Delegated authority is honoured.
- ☐ Decisions follow agreed processes.
- ☐ Minutes accurately reflect discussions and decisions.
- ☐ Policies are applied consistently.

Reflective Questions

Can leadership be questioned without negative consequences?

Can people disagree respectfully?

Are governance processes followed even when inconvenient?

Organisational Culture

Healthy organisations...

- ☐ Curiosity is encouraged.
- ☐ Different opinions are welcomed.
- ☐ Mistakes become learning opportunities.
- ☐ Information is communicated openly.
- ☐ People feel psychologically safe.

Safeguarding Risk Indicators

- ☐ Fear replaces curiosity.
- ☐ Silence is mistaken for unity.
- ☐ Questions are labelled as disloyalty.

- ☐ Difficult conversations are avoided.
- ☐ Reputation is consistently prioritised above truth.

Communication

Healthy communication is direct, transparent and restorative.

Reflective Questions

Are concerns addressed directly?

Or do we observe:

- ☐ Triangulation
- ☐ Gossip
- ☐ Information withholding
- ☐ Selective communication
- ☐ Narrative management
- ☐ Excluding people from conversations that affect them

Healthy communication strengthens trust.

Poor communication strengthens dependency.

Organisational Justice

Healthy organisations respond consistently.

They investigate fairly.

They communicate clearly.

They close the loop.

Risk Indicators

- ☐ Complaints disappear.
- ☐ Concerns are minimised.
- ☐ Processes are inconsistent.
- ☐ Some people are protected from accountability.

☐ Policies exist but are ignored.

☐ Decisions are made privately rather than transparently.

Narrative Control

Reflective Safeguarding™ asks:

What happens when someone raises a concern?

Healthy organisations investigate behaviour.

Unhealthy organisations often investigate the person.

Listen carefully for language such as:

"She's difficult."

"He's not a team player."

"They're creating division."

"They're too sensitive."

"They're overreacting."

"They just don't understand."

The safeguarding question becomes:

Are we addressing behaviour?

Or are we creating a narrative around a person?

Women and Participation

Every organisation should reflect:

Who is visible?

Who is trusted?

Who makes decisions?

Who signs documents?

Who oversees finance?

Who writes policy?

Who leads safeguarding?

Who is missing?

Reflective Questions

- ☐ Are women represented in governance?
- ☐ Are women represented in safeguarding?
- ☐ Are women represented in financial oversight?
- ☐ Can women exercise leadership gifts?
- ☐ Can women respectfully disagree?
- ☐ Do young girls see women leading with confidence and dignity?

Meaningful participation is a protective factor.

The consistent absence of women's voices should invite careful organisational reflection.

Power and Authority

Healthy authority multiplies leadership.

Coercive authority concentrates leadership.

Reflective Questions

Does authority become increasingly shared?

Or increasingly centralised?

Can decisions be reviewed?

Can leaders receive feedback?

Can mistakes be acknowledged?

Can someone say:

"I disagree"

without fear?

Spiritual Safety

Healthy spiritual leadership produces freedom.

Healthy theology restores dignity.

Risk Indicators

- ☐ Scripture is used to silence questions.
- ☐ Obedience is valued above discernment.
- ☐ Leaving is equated with spiritual failure.
- ☐ Women who speak are labelled.
- ☐ Fear replaces grace.
- ☐ Loyalty becomes the measure of faithfulness.

Internal Authority

Perhaps the most important safeguarding question is this:

After spending time in this organisation...

Do people become:

more confident?

more thoughtful?

more peaceful?

more responsible?

more connected to God?

more able to exercise their gifts?

Or do they become:

more anxious?

more dependent?

more apologetic?

more afraid?

more silent?

more disconnected from themselves?

Reflective Safeguarding™ recognises that organisational coercive control often operates by gradually eroding internal authority.

Healthy authority restores it.

Organisational Reflection

Healthy organisations produce healthy people.

Healthy churches produce confident disciples.

Healthy workplaces produce engaged staff.

Healthy governance produces trust.

Healthy leadership produces more leaders.

If people consistently become smaller in order to belong, the organisation should pause and ask:

What are we unintentionally teaching?

The Reflective Safeguarding Principle

The ultimate safeguarding measure is not simply whether policies exist.

It is whether the culture strengthens or weakens the God-given dignity, discernment and internal authority of the people entrusted to its care.

Healthy authority equips.

Healthy governance protects.

Healthy leadership restores.

Healthy community creates people who leave standing taller than when they arrived.

Chapter 7

NSW Legislative Framework

Why Coercive Control Is a Safeguarding Issue

Reflective Safeguarding™ is grounded in a simple principle:

Every person deserves to live, work, worship and participate in communities that protect dignity, psychological safety and human flourishing.

This principle is increasingly reflected in Australian legislation and workplace safety standards.

While laws cannot create healthy communities on their own, they recognise an important truth:

Repeated patterns of controlling behaviour can cause profound psychological, emotional and social harm.

Healthy organisations therefore have both a moral and organisational responsibility to recognise and address these patterns before harm becomes normal.

NSW Coercive Control Legislation

Recognising Patterns Rather Than Incidents

The Crimes Legislation Amendment (Coercive Control) Act 2022 (NSW) acknowledges that abuse is often characterised by repeated controlling behaviour rather than isolated incidents.

Coercive control may involve patterns that limit another person's freedom, autonomy or independence through intimidation, isolation, monitoring, manipulation or fear.

The legislation reflects an important safeguarding principle:

The pattern matters.

One disagreement is not coercive control.

One poor decision is not coercive control.

Repeated behaviours that gradually undermine another person's confidence, independence and freedom deserve careful attention.

Reflective Safeguarding™ applies this same principle organisationally:

Healthy leadership should increase dignity and participation, not diminish them.

Work Health and Safety Act 2011 (NSW)

Protecting Psychological Health

The Work Health and Safety Act 2011 (NSW) places a duty on employers and organisations to ensure, so far as is reasonably practicable, the health and safety of workers.

Health includes both physical and psychological wellbeing.

This responsibility extends beyond preventing physical injury.

Organisations are expected to identify and manage risks that may cause psychological harm.

Faith-based organisations employing staff should therefore consider leadership culture, governance practices and organisational behaviour as legitimate work health and safety issues.

Healthy workplaces are safeguarding environments.

Psychosocial Hazards

SafeWork NSW identifies psychosocial hazards as aspects of work or organisational culture that have the potential to cause psychological harm.

Examples include:

bullying

harassment

poor organisational justice

conflict

role ambiguity

poor communication

lack of consultation

low support

excessive demands

unreasonable behaviour

violence or aggression

These hazards rarely exist in isolation.

They often emerge through repeated organisational patterns.

Leadership and Organisational Justice

One of the strongest protective factors against psychosocial harm is healthy leadership.

Healthy leadership provides:

clear expectations,

consistent communication,

fair processes,

shared decision-making,

respectful feedback,

and accountability.

Organisational justice refers to people's experience of fairness.

People are more likely to trust organisations when:

they understand decisions,

their concerns are heard,

processes are applied consistently,

roles are respected,

and leaders remain accountable.

Reflective Safeguarding™ recognises organisational justice as a core safeguarding principle.

Bullying and Harassment

Bullying is repeated unreasonable behaviour that creates a risk to health and safety.

Harassment involves unwelcome behaviour that intimidates, humiliates or offends.

These behaviours can be:

verbal,

relational,
social,
digital,
or organisational.

They may include:

public criticism,
exclusion,
constant undermining,
information withholding,
humiliation,
or repeated attacks on competence.

Healthy leadership addresses behaviour early.

Healthy organisations refuse to normalise repeated harm.

Role Clarity

People flourish when responsibilities are clear.

Role ambiguity increases stress, conflict and organisational risk.

Reflective Safeguarding™ therefore encourages organisations to ask:

Are governance roles respected?

Are delegated responsibilities honoured?

Are policies consistently followed?

Are people expected to carry responsibilities without authority?

Healthy governance strengthens confidence.

Confused governance creates unnecessary vulnerability.

Consultation

SafeWork NSW emphasises meaningful consultation with workers when identifying and managing risks.

Healthy organisations do not simply communicate decisions.

They invite participation.

People are consulted because their experience matters.

Reflective Safeguarding™ extends this principle into ministry.

Healthy churches and organisations listen.

They seek wisdom from diverse voices.

They recognise that consultation is not weakness.

It is healthy stewardship.

Psychological Safety

Psychological safety is the confidence that people can:

ask questions,

raise concerns,

admit mistakes,

offer different perspectives,

and participate honestly without fear of humiliation, exclusion or punishment.

Psychological safety strengthens:

innovation,

trust,

learning,

governance,

safeguarding,

and organisational resilience.

Fear weakens organisations.

Trust strengthens them.

Reflective Safeguarding™

Reflective Safeguarding™ integrates these recognised principles into one practical question:

Does this organisation strengthen or weaken the internal authority of the people entrusted to its care?

Healthy authority strengthens observation.

Healthy governance strengthens participation.

Healthy leadership strengthens discernment.

Healthy communities strengthen dignity.

Healthy churches strengthen freedom.

The Reflective Safeguarding Audit

Every leadership team should regularly ask:

Are people becoming more confident?

More responsible?

More discerning?

More willing to contribute?

More able to exercise their gifts?

More psychologically safe?

More fully themselves?

Or are they becoming:

more dependent,

more silent,

more anxious,

more apologetic,

more isolated,

and more afraid to speak?

The answers to these questions may be some of the most important safeguarding indicators an organisation will ever measure.

The Reflective Safeguarding Principle

Healthy organisations do not simply comply with legislation.

They cultivate cultures where dignity, participation, accountability and truth become everyday practices.

Because safeguarding is not only about preventing harm.

It is about creating communities where every person is free to flourish, exercise their gifts, participate safely and remain deeply rooted in the image of God.

Gender, Power and Organisational Justice

A Reflective Safeguarding™ Lens

Every organisation has policies.

Every organisation has values.

The real safeguarding question is different.

What happens when a woman raises a concern?

Does she experience:

respect,

fairness,

procedural justice,

and careful investigation?

Or does she experience:

minimisation,

delay,

defensiveness,

labelling,

or isolation?

The answer reveals far more about organisational culture than any written policy.

Reporting Sexual Harassment

Every woman should be able to report sexual harassment, bullying, discrimination or disrespectful behaviour without fear of:

losing her role,

damaging her reputation,

being labelled difficult,

being spiritually criticised,

being isolated,

or being ignored.

Healthy organisations understand that reporting concerns is an act of stewardship.

It is not disloyalty.

When the Person is Popular

Reflective Safeguarding™ recognises that organisations often experience their greatest safeguarding failures when concerns involve:

senior leaders,

charismatic leaders,

long-term volunteers,

major donors,

well-liked pastors,

or influential members.

The safeguarding question becomes:

Does our commitment to truth remain stronger than our commitment to reputation?

Healthy governance investigates behaviour, regardless of position.

Healthy organisations recognise that popularity is not evidence of safety.

Mateship and Organisational Justice

Every leadership team should ask:

Can we objectively investigate concerns involving our friends?

Can we acknowledge unconscious bias?

Can we step aside when conflicts of interest exist?

Can we invite independent review when necessary?

Procedural fairness requires more than good intentions.

It requires transparent processes that are trusted by everyone.

Justice must not only be done.

It must be seen to be done.

Do Male Leaders Hold One Another Accountable?

Healthy leadership cultures demonstrate mutual accountability.

Men challenge disrespectful behaviour.

Leaders apologise.

Peers provide correction.

Power is shared.

No individual becomes untouchable.

When accountability only flows downward, safeguarding risk increases.

Healthy authority welcomes accountability from every direction.

Whose Gifts Are Valued?

Reflective Safeguarding™ asks organisations to observe:

Whose ideas are adopted?

Whose voices are interrupted?

Whose expertise is trusted?

Who chairs meetings?

Who signs financial documents?

Who writes policy?

Who is consulted?

Who is visible?

Who is invisible?

The answers reveal organisational culture.

A Question for Every Church

If a fourteen-year-old girl walked into this church today,
what would she learn about herself?

Would she learn:

My voice matters.

My questions matter.

My gifts matter.

My leadership matters.

My discernment matters.

My body deserves respect.

My boundaries deserve honour.

Or would she quietly conclude:

The important decisions belong to men.

My role is to support rather than contribute.

Speaking up creates problems.

Keeping the peace matters more than telling the truth.

Reflective Safeguarding™ believes these are not simply theological questions.

They are safeguarding questions.

Organisational Justice

Healthy organisations are characterised by:

consistent processes,

transparent investigations,

clear reporting pathways,

independent review,

shared leadership,

and accountability that applies equally regardless of position.

People trust healthy organisations because they know concerns will be heard fairly.

Reflection for Boards and Elders

Could a young female staff member report sexual harassment directly to her manager without fear?

Would a complaint against a senior pastor be investigated independently?

Would concerns involving a popular leader receive the same attention as concerns involving a junior volunteer?

Would women believe they will be heard?

Would young girls see justice applied consistently?

Would people leave the process with greater dignity than when they entered?

The Reflective Safeguarding Principle

The measure of organisational health is not whether leaders are respected.

It is whether the most vulnerable person in the organisation believes they will be heard, protected and treated with dignity when they speak.

Healthy authority never asks people to risk their safety in order to protect someone else's reputation.

Healthy authority protects truth, restores dignity and strengthens trust.

Because every person bears the image of God, every person deserves justice, respect and the freedom to speak without fear.

Chapter 8

Biblical Reflection

Healthy Authority Reflects the Character of God

Reflective Safeguarding™ is not simply a governance framework.

It is a theological conviction.

It begins with the belief that every human being bears the image of God and therefore possesses inherent dignity, worth, agency and gifts that deserve to be protected.

Healthy authority reflects the character of Christ.

It restores dignity.

It develops people.

It creates freedom rather than fear.

It equips rather than controls.

It invites discernment rather than demanding unquestioning compliance.

Throughout Scripture we repeatedly see God restoring people to their identity rather than diminishing it.

Genesis 1

Every Person Bears the Image of God

"So God created mankind in his own image..."

(Genesis 1:27)

Before anyone became:

leader,

pastor,

elder,

wife,

husband,

employee,

volunteer,

or church member,

they were created in the image of God.

Image-bearing is the foundation of dignity.

Every person deserves respect not because of their role but because of who they are.

Reflective Safeguarding™ begins here.

Any leadership culture that consistently diminishes dignity should invite careful reflection.

Matthew 20

Leadership as Service

Jesus challenged the world's understanding of power.

"Whoever wants to become great among you must be your servant."

(Matthew 20:26)

The Kingdom of God measures leadership differently.

Leadership is not measured by control.

It is measured by service.

Healthy authority asks:

Who is growing?

Who is flourishing?

Who is being equipped?

Who is being restored?

The purpose of leadership is not to create followers.

It is to develop mature disciples.

John 13

Jesus Washes Feet

On the night before His crucifixion, Jesus performed the task reserved for servants.

The One with all authority chose humility.

He did not use His position to increase distance.

He used it to restore dignity.

Reflective Safeguarding™ asks:

Does our leadership increase status?

Or does it increase service?

Healthy authority never needs to diminish others in order to remain secure.

Luke 10

Mary Sitting as a Disciple

Mary sits at the feet of Jesus in the posture of a disciple.

Jesus defends her choice.

He does not send her away.

He does not diminish her curiosity.

He does not question her capacity to learn.

He creates space for her to become a disciple.

Reflective Safeguarding™ asks every church:

Are women encouraged to learn?

To discern?

To ask questions?

To contribute?

To exercise wisdom?

Healthy communities create space for women to flourish.

John 4

Jesus Restores Dignity

Jesus speaks publicly with the Samaritan woman.

He crosses cultural, religious and social boundaries.

He listens.

He engages.

He reveals truth.

He entrusts her with a message that transforms her community.

The woman who arrived in shame leaves as a witness.

Healthy authority restores identity.

It does not reduce people to their past.

1 Corinthians 12

Every Member Has Gifts

Paul describes the Church as one body with many members.

Every gift matters.

Every contribution matters.

No member is unnecessary.

No member is invisible.

The eye cannot say to the hand,

"I don't need you."

Reflective Safeguarding™ asks:

Whose gifts are recognised?

Whose gifts are overlooked?

Whose voices are consistently absent?

Healthy churches celebrate the diversity of God's gifts.

Ephesians 4

Leadership Equips the Saints

Paul describes apostles, prophets, evangelists, pastors and teachers as gifts given:

"to equip his people for works of service."

(Ephesians 4:12)

Leadership is therefore developmental.

Its purpose is to strengthen others.

Healthy leaders produce:

confidence,

maturity,

discernment,

wisdom,

participation,

and shared ministry.

Reflective Safeguarding™ proposes a simple principle:

Healthy authority strengthens internal authority.

People should leave leadership interactions:

more confident,

more thoughtful,

more courageous,

more willing to exercise their gifts,

and more deeply rooted in their identity in Christ.

Jesus and Internal Authority

Throughout the Gospels, Jesus consistently restores people's capacity to act, think and respond.

He asks questions.

"What do you want me to do for you?"

He invites reflection.

"Who do you say that I am?"

He restores agency.

"Go and sin no more."

"Take up your mat and walk."

"Go in peace."

Jesus does not create dependency.

He creates disciples.

Reflective Safeguarding™ recognises this pattern.

Healthy authority does not replace another person's relationship with God.

Healthy authority strengthens it.

Reflection

As you reflect on your own church, workplace or ministry, consider:

Do people become more fully themselves here?

Do they become more confident in God's voice?

Do they exercise their gifts freely?

Do they ask questions safely?

Do they grow in wisdom?

Do they become more courageous?

Or do they become quieter,

more dependent,

more afraid,

more apologetic,

and less willing to trust their own discernment?

The Reflective Safeguarding Principle

The Bible consistently presents authority as stewardship rather than domination.

Leadership exists to restore dignity, equip the saints and create communities where every person can flourish in the gifts God has entrusted to them.

Because every person bears the image of God.

Every person deserves respect.

Every person deserves truth.

Every person deserves justice.

And every person deserves the freedom to become more fully the individual God created them to be.

Healthy authority reflects Christ.

It restores internal authority rather than replacing it.

Chapter 9

Reflection for Boards and Leadership Teams

What Kind of People Are We Forming?

Every organisation has policies.

Every organisation has governance structures.

Every organisation has strategic plans.

Reflective Safeguarding™ asks a different question.

What happens to people after they spend time in our community?

Because leadership always forms people.

The question is whether it forms people into greater freedom or greater dependence.

Whether it strengthens internal authority or gradually replaces it.

Whether it reflects the servant leadership of Christ or the patterns of the world.

The Reflective Safeguarding Audit

Pause.

Reflect honestly.

Observe patterns rather than isolated incidents.

Ask whether the people entrusted to your care are becoming:

More confident...

or more anxious?

More discerning...

or more compliant?

More equipped...

or more dependent?

More responsible...

or more fearful of making mistakes?

More willing to ask questions...

or more likely to remain silent?

More able to exercise their gifts...

or more likely to hide them?

More connected to community...

or increasingly isolated?

More trusting of God's leading...

or increasingly dependent upon particular leaders?

More able to disagree respectfully...

or more afraid of creating conflict?

More fully themselves...

or slowly becoming smaller in order to belong?

Observe the Culture

Healthy cultures are often recognised by ordinary moments.

People laugh.

People apologise.

People admit mistakes.

People ask difficult questions.

People share leadership.

People celebrate one another's gifts.

People can leave without shame.

People return because they are loved, not because they are afraid.

Children are safe.

Young people are heard.

Women are respected.

Men are accountable.

Truth is valued above reputation.

The mission is greater than personalities.

Reflective Questions for Boards

Governance

Do our governance structures protect people or protect leaders?

Do we follow our own policies consistently?

Do we honour delegated authority?

Do minutes accurately reflect decisions?

Can concerns be raised without fear?

Organisational Justice

Would a junior staff member receive the same procedural fairness as a senior pastor?

Would a woman reporting sexual harassment be believed and supported?

Would concerns involving a popular leader be investigated independently?

Would a whistleblower feel protected?

Would a volunteer experience the same dignity as a board member?

Leadership Culture

Are leaders approachable?

Do leaders apologise?

Do leaders invite feedback?

Do leaders develop other leaders?

Do leaders celebrate capable people?

Do leaders make room for women, young people and diverse voices?

Safeguarding

Can people safely say:

"I disagree."

"I think we've made a mistake."

"I don't feel safe."

"I need help."

"I experienced harm."

without fear of isolation, spiritual criticism or loss of belonging?

The Young Girl Test

Imagine a fourteen-year-old girl sitting quietly in the back row.

She watches every meeting.

Every conversation.

Every decision.

Every disagreement.

Every apology.

Every silence.

Every woman who speaks.

Every man who leads.

What is she learning about God?

What is she learning about herself?

Will she leave believing:

My voice matters.

My gifts matter.

My body deserves respect.

My questions are welcome.

Leadership serves.

Truth matters.

Justice matters.

Or will she quietly conclude:

Speaking up is dangerous.

Leadership cannot be questioned.

Men carry authority.

Women carry responsibility.

Belonging requires becoming smaller.

The Image of God Test

Reflective Safeguarding™ proposes one final question.

Does this organisation consistently honour the image of God in every person?

Does it protect:

dignity,

truth,

participation,

discernment,

healthy boundaries,

psychological safety,

shared leadership,

and justice?

Or does it slowly replace them with:

fear,

dependency,

silence,

narrative,

control,

and concentrated authority?

The Final Reflection

Healthy authority does not create followers.

It creates mature disciples.

Healthy governance does not protect reputation.

It protects people.

Healthy leadership does not increase dependency.

It strengthens internal authority.

Healthy churches do not ask people to become smaller.

They create communities where every person becomes more fully the individual God created them to be.

The Reflective Safeguarding™ Principle

The ultimate measure of organisational health is not attendance.

It is not influence.

It is not reputation.

It is not growth.

It is this:

Do people leave our leadership with greater dignity, greater discernment, greater confidence, greater courage and greater freedom to become who God created them to be?

If the answer is yes,

healthy authority is at work.

If the answer is no,

Reflective Safeguarding™ invites us to pause, reflect, repent where necessary, and begin the work of restoration.

Because safeguarding is ultimately the protection of the image of God in every person entrusted to our care.

The Reflective Safeguarding™ Declaration

Reflective Safeguarding™ recognises that coercive systems—whether in relationships, families, churches, workplaces or communities—often operate by eroding internal authority.

They replace observation with narrative, discernment with compliance, responsibility with blame, and freedom with dependency.

The practice of Reflective Safeguarding™ is the intentional restoration of a person's God-given capacity to observe clearly, think critically, exercise their gifts, set healthy boundaries and remain deeply rooted in their dignity, identity and relationship with God.

References

NSW

- NSW Crimes Legislation Amendment (Coercive Control) Act 2022
- Work Health and Safety Act 2011 (NSW)
- SafeWork NSW – Managing Psychosocial Hazards at Work Code of Practice

Australian Resources

- ANROWS
- Our Watch
- Australian Institute of Family Studies
- Safe and Equal
- eSafety Commissioner
- DV-alert
- 1800RESPECT

International

- World Health Organization
- Trauma-informed practice literature
- Polyvagal-informed nervous system research

Biblical

- Genesis 1:26–28
- Psalm 139
- Micah 6:8
- Matthew 20:25–28
- Luke 10:38–42
- John 4
- John 13
- 1 Corinthians 12
- Galatians 5:1
- Ephesians 4

