

As a ministry leader, I will, to the best of my ability, commit to the following:

Relationships

1. I will speak and act, in all my personal and professional relations, in ways that follow the pattern of Christ, who used his power to serve (1 Pet. 5; Mark 10; Phil. 2; 2 Tim. 4:2).
2. I will respect, love, and treat with integrity and truthfulness people of every position, status, race, ethnicity, gender, age, or ability.
3. I will maintain appropriate emotional, physical, and sexual boundaries in all relationships.
4. I will keep all my relationships free from inappropriate, unwanted physical contact, emotional or sexual intimacy, sexual comments, gestures, or jokes.

Safety

1. I will actively promote a welcoming and respectful environment where all persons are treated with dignity and value, and where any form of abuse, bullying, or harassment is neither tolerated nor allowed to take place.
2. I will report known or suspected cases of physical, sexual, or emotional abuse or neglect of minors or vulnerable adults to the proper authorities.
3. I will support those who disclose physical, sexual, or emotional abuse in a way that empowers the person who has been victimized to seek out justice and healing.

Pastoral Leadership

1. I will promote truthfulness, transparency, and honesty in all of my work.
2. I will use my power, authority, and position to build up the community of believers and seek first the kingdom of God.
3. I will work within my trained competence, especially in counseling situations, and I will refer individuals to other professionals as appropriate.
4. I will preach, teach, admonish, or discipline in ways that are biblical and Christlike, promoting the shalom and flourishing of those to whom I am ministering (2 Tim. 3:16).

5. I will refrain in my pastoral care and counseling from using references to Scripture or God to manipulate, coerce, or threaten another person.
6. I will disclose any perceived or actual conflict of interest.

Confidentiality

1. I will maintain and uphold confidentiality appropriately, which means I will hold in confidence whatever information is not mine to share.
2. I will not use information shared with me in confidence in order to elevate my position or to depreciate that of others.

Finances

1. I will ensure that funds for which I am responsible or which are under my control are used for their intended ministry purposes.
2. In all financial matters, including the acceptance of gifts, I will act with scrupulous honesty, transparency, and appropriate accountability.
3. I will appropriately use and encourage accepted accounting practices and regular reviews and/or audits of ministry funds.

In the event that I misuse my power, either intentionally or unintentionally, in my dealings with others, in word or deed—if I fail “to act justly and to love mercy and to walk humbly” (Mic. 6:8) as outlined in the Scriptures and our confessions—I will acknowledge the harm that has been caused and the trust that has been broken, and I will actively seek restoration with justice, compassion, truth, and grace. I will humbly submit to the insight and accountability of the body that implements this Code of Conduct to ensure that I use any power entrusted to me fully in service to Christ.

In the beautiful hope of Christ’s transforming work, in all I do, I will seek to use my position, power, and authority prudently and humbly to support and encourage all the members of his body in my care.