

SECTION VI: POLICIES

A. CODE OF ETHICS FOR MINISTERS (revised September 27, 2011)

PREAMBLE:

All Presbyterian ministers of Word and Sacrament are committed, by their ordination vows, to trust Jesus Christ as Savior, to acknowledge him Lord of all and Head of the church, and to believe in one God, Father, Son, and Holy Spirit. They are further committed to obedience to Christ, under the authority of Scripture, guided by the *Book of Confessions*. Each minister has also promised to be governed by the church's polity, to abide by its discipline, to be a friend among all colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit (W-4.4003). Every time a minister is installed in a new position, these same commitments are reaffirmed. Every ministry shall be carried on in accountability for its character and conduct to the presbytery and to organizations, agencies, and institutions (G-2-0503a(4)).

Two additional ordination vows suggest that the minister's personal life is also a concern of the church. All ministers have agreed in their own lives to follow the Lord Jesus Christ, love their neighbors, and work for the reconciliation of the world. They also have promised to further the peace, unity, and purity of the church, and to serve the people with energy, intelligence, imagination, and love (W-4.4003g and h).

There are, therefore, two aspects to ministerial ethics -- the professional code and the personal code. Both aspects are, to some degree and at some times, concerns for the whole church. The maintenance of high standards of professional competence is an ethical concern and is a responsibility shared by all ministers of the Word and Sacrament. All ordained persons will work toward the improvement and refinement of the practice of the ministerial calling.

While ministers of the Word and Sacrament are directly accountable to the Presbytery to which they belong or where they labor with permission, they also bear accountability to their employing body. In the realm of ethics there is a larger accountability to the religious community as a whole and to the general public. People expect high standards of ministers, and to deny or ignore this is unrealistic and irresponsible.

The Presbyterian Church (USA) in all its expressions, the ecumenical religious community, and the general public, expect and deserve the highest standards of conduct from ordained ministers. When even one ordained minister denies, ignores, or flouts the ethical demands, irreparable damage is done to the individuals and to all parts of the communities affected. Therefore, ministers of the Word and Sacrament are called to the highest standards of conduct for the good of all and in service of our Lord Jesus Christ.

It is the intention of the Committee on Ministry to set forth the basic standards that must guide the practice of ordained Ministry of Word and Sacrament. Also, we intend for these standards to evoke a vigorous discussion of the issues; and to challenge all ordained ministers as they search their own consciences and review their own past practice of ministry, look seriously at current practice, and anticipate their own ongoing ministry.

We acknowledge that we cannot cover every possible issue or anticipate every question that may arise. Therefore, if these guidelines are silent on a given issue, it is the professional responsibility of the ordained minister to return to the basics of Scripture, the polity of the church, and consultation with colleagues in ministry and other professionals to arrive at an ethically acceptable way to proceed for the ongoing practice of ministry.

PROFESSIONAL PRACTICES: In all professional matters Ministers of the Word and Sacrament, also referred to as clergy, maintain practices that give glory to Christ; advance the goals of the church; nurture and protect the welfare of church members, parishioners, clients, and the public; and to challenge them in their endeavors to lead a Christian life. They are energetic about their devotion to duty. Their practice of the profession will also seek to advance the profession itself, and include, but not be limited to, the following practices:

1. Ministers shall accurately represent their professional qualification, education, training, and experience in all contacts with the church or the public. Professional Information Forms (PIF's), announcements of professional services, and other kinds of publicity are to be accurate, objective, dignified, and within the standards of generally accepted good taste. Ministers are themselves responsible for correcting any misrepresentation.
2. Ministers shall use their knowledge, skill, experience and professional relationships for the benefit of the people and the institutions they serve and not to secure unfair personal advantage.
3. Ministers shall limit their pastoral counseling to those circumstances for which they are qualified, and shall seek consultation from, or make referrals to, other professionals, such as physicians, psychotherapists, attorneys, and accountants, when needed.
4.
 - a) Ministers who provide professional counseling services shall do so following the professional standards of their counseling training and discipline.
 - b) Ministers are expected to offer their services to members of their own congregations without charge or honoraria. Ministers stand ready to render appropriate services to individuals and communities in crisis without regard to financial remuneration. While fees for the use of the church facilities are set by the Session, honoraria or fees for the minister's services to non-members can be set by the minister or by the Session.
5. All ministers shall be honest, truthful, responsible and trustworthy. They shall not violate confidences, break promises, or plagiarize.
 - 1) Ministers may be confronted with conflicts between the obligation to maintain confidentiality and a legal or moral responsibility to disclose confidentially acquired knowledge, or abuse of children or others, or the commission of crimes to appropriate secular authorities.
 - 2) It is the minister's responsibility to determine whether or not the law requires reporting.
 - 3) Ministers are encouraged to contact the Stated Clerk of the Presbytery to obtain current additional information.
 - 4) These conflicts shall be resolved through informed, thoughtful consideration and with guidance through prayer.

6. Ministers shall refrain from the disparagement of any person, particularly of colleagues and other professionals.
7. Ministers should not be the financial or legal agents, that is, Executor of Wills or Powers of Attorney, for members of their congregations. They should avoid conflicts of interest. They should avoid the appearance of impropriety.
8. Ministers shall maintain professional competency throughout their careers. This shall be aided through continuing education and professional reading.

ETHICAL PRINCIPLES:

Ethical principles of the Ministerial Life

Implicit in the Preamble above are the twin principles of the ethical ministerial life – responsibility and accountability. To respond faithfully to the call of the Spirit to love God with one’s whole being as well as love one’s neighbor and self rightly, to respond faithfully to the call of the Christ to follow in faithful discipleship in the covenantal community called the church, to respond faithfully to the call of God to be a minister of Word and Sacrament is to be a responsible minister.

To hold ourselves and each other accountable to our calling as ministers, churches and presbytery, is, in the words of the Apostle Paul, “to press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus” (Phil . 3: 14 NIV). To fail to hold ourselves and each other accountable to that high calling is, at best, to weaken the church of Jesus Christ; at worst, to discredit the church and ourselves. We are called as individuals, churches and presbyter to responsibility before God and, in light of that loving presence, to accountability – speaking the truth in love and receiving that word with humility.

Therefore, the ethical life of the minister, as well as the local church and the presbytery is secured only as these core principles are taken seriously and are gratefully lived out in light of Calvary’s sacrifice for us.

The following are some of the ethical principles that fulfill our calling to an ethical life as ministers of the Word and Sacrament.

The Minister’s Responsibility Toward the Self: “Personal Competence and Integrity”

The Minister of the Word and Sacrament has the rights, needs, and gifts of all God’s children: privacy, relationships, freedom, rest, meaningful work, and recreation. A proper balance of responsible self-care frees the minister to function effectively and to invest purposefully in the joys and burdens of a ministerial vocation.

1. Ministers shall work toward a balance between time at work and time with family and friends, recognizing the need for healthy interpersonal relationships which include intimacy, interdependence, and affirmation.
2. Ministers shall plan for the days of respite, study leaves for renewal, vacations for enjoyment, and when appropriate, the minister shall also seek personal counseling and spiritual direction.
3. Health of all clergy includes an awareness of limitations and the ability to recognize problems and seek therapeutic help and/or spiritual guidance when necessary. This would include

but not be limited to family problems, alcoholism, drug addiction, sexual dysfunction, compulsive behaviors, and burnout.

4. While ministers' personal and professional lives are separable to some extent, both should be consistent with Christian ethics. Unchristian behavior can be used to discredit the integrity of the church, the ministry, and the cause of Christ.

ETHICAL PRINCIPLES:

The Minister's Responsibility Toward God: "Spiritual Competence and Integrity"

Ministers of the Word and Sacrament are responsible for the recognition of and care for their humanity. Such responsibility makes necessary an active relationship between creature and Creator.

1. Recognizing that the ongoing spiritual life of any individual is a matter of personal responsibility, ministers shall actively develop, pursue, and seek to maintain a nourishing spiritual discipline.
2. Spiritual growth and development for ministers shall be a regular focus of worship, personal devotion, continuing education, and study leave.

ETHICAL PRINCIPLES:

The Minister's Responsibility Toward Those We Serve and Toward Colleagues: "Pastoral Competence and Integrity"

Ministers of the Word and Sacrament shall respect the integrity and protect the welfare of persons or groups with whom they are working by maintaining high professional standards.

Pastoral Relationships:

1. Ministers shall protect the best interests of those they serve and empower them for ministry. They shall be sensitive to the influential position of trust and dependency bestowed upon them and recognize that the religious/spiritual convictions of individuals have powerful and volitional significance:
2. Given the nature of this trust, dependency, and power, any sexual interaction between a minister and person whom they serve is sexual misconduct.
3. Colleagues have the responsibility to report sexual misconduct to the Sexual Misconduct Response Team as set forth in the "Policy and Procedures on Sexual Misconduct" for the Upper Ohio Valley Presbytery.
4. Ministers are encouraged to be aware of the effect that "special friendships" can have within the congregation or workplace and on those special friends. Ministers should be accessible to the entire constituency. Unmarried ministers who choose to date are encouraged to seek such relationships outside the congregation/workplace.
5. Ministers should seek to be exemplary in the management of personal finances and respect the resources of those they are called to serve.

6. Ministers shall seek to embody the hospitality and grace of the divine relationship and shall not refuse pastoral care to anyone on the basis of age, race, gender, creed, national origin, disability, socio-economic status, or sexual orientation.

Collegial Relationships:

Ministers of the Word and Sacrament maintain a vital association with their ecclesiastical colleagues and with colleagues in related professions -- health care, social services, legal services, and the like. This includes persons in the Presbyterian Church, those in other faith groups, and possibly some without any faith-group connection. They communicate regularly with such peer persons and respect, support, and depend upon them personally and professionally.

1. In ecclesiastical staff relationships, the objective is to work together cooperatively and professional in order to build up the whole church. To that end, ministers who are heads of staff have special authority and responsibility. However, all staff members should be free to express their differences appropriately. Within the context of professional propriety, the head of staff should be especially aware of resources for conflict management.
2. The minister's first responsibility is to his/her own parishioners. Ordinarily, a minister should not knowingly call on someone who is a member of another church unless such a call is initiated by the parishioner, family members, or friends. When membership in another church becomes known, there should be communication with that pastor, if appropriate.
3. When a minister is called upon to officiate at a wedding or funeral for families who are not members of the minister's own congregation, the minister shall determine whether they are members of another church. The minister shall notify the family's pastor. For Baptism, see *Book of Order*, e.g. W-2.3014.
4. When the relationship between a minister and a congregation is dissolved, the minister must announce publicly what that means, calling attention to the fact that there will be another minister or an interim minister to whom the people should give their loyalty, stating clearly that the departing minister should not be called upon for pastoral services or ceremonies except at the invitation of the current pastor or session. The minister shall not influence the election of the Pastor Nominating Committee or the selection of any successor.
5. Ministers who are elected as Pastor Emeritus shall recognize such as an honorary title that carries no job responsibilities or special privileges unless expressly stated by the Session, in consultation with the pastor, and approved by the Presbytery.
6. The purpose of an Interim Pastor is to prepare a particular congregation for the coming of a new pastor. To this end the Interim Pastor will seek to develop loyalties to the office of the pastor and, most of all, loyalties to Christ and to the Church.
7. All non-parish ministers, including honorably retired, who fall into the category "other ministers" shall be active in the life of a particular congregation but must respect the position of parish ministers regarding all ministerial functions within the community of faith.

Presbytery relationships

Ministers are reminded of ordination vows, in which promises are made to participate in the higher judicatories of the church. Service on a committee or office of Presbytery, using the gifts and graces, experience and interests of the pastor or CLP, is a minimum expectation of the fulfillment of those vows. As a member of Presbytery, that service is a joyful participa-

tion in the worship, work and mission of Christ's Body, which includes regular attendance at the meetings of Presbytery.