



# Code of Ethical Conduct

Church of the Beloved  
2022

# Definition of Ethics

Ethics from the Greek:

"ethos" custom or habit

Principles or standards of conduct

Applied Ethics:

How do we put our values/ideals/faith/morals into action?

Situational Ethics:

How do we put our values into action in the *context* of a particular situation?

# History

National ECC  
Committee

Identify best  
practices

Propose  
standards for  
the Communion

Code was  
presented at  
the 2012 Synod

ECC has not  
adopted it, no  
action was  
taken

Our community  
decided to  
adopt and  
implement it.

# Why are we doing this?

- ▶ Articulating minimum standards for ethical behavior
- ▶ What could happen if we don't do this? Implications?
- ▶ Unintended consequences?

# Why are we doing this?

- ▶ Proactive leadership
- ▶ For all involved
- ▶ Liability
- ▶ Good business -  
common sense

# Inspirational Pillars

- ▶ Communal
- ▶ Seek Justice
- ▶ Value and Seek Inclusivity
- ▶ Catholic Christians

## Who does it apply to:

- ▶ Paid staff and volunteer lay leaders - all who are in leadership, service and ministry roles
- ▶ Those working with youth
- ▶ Clergy: deacons, priests and bishops

# COB Community Code of Ethics



## COB Standards of Conduct

- ▶ Commitment to the Spirit of the Gospel, to the Church and to the community
- ▶ Lives patterned on the Gospel and Life of Christ
- ▶ Compassion for others
- ▶ Justice

# COB Standards of Conduct

- ▶ **Integrity:** honesty, transparency in interactions, handling finances and resources
- ▶ **Respect for other's rights and dignity:**  
Sensitivity to economic status, cultural, age, gender expression, race, religion, sexual orientation, physical/mental abilities, language

# COB Standards of Conduct

- ▶ **Protect the right to privacy and confidentiality**
- ▶ **Refrain from gossip**
- ▶ **Records:** storage, financial compensation and contributions, sacramental
- ▶ **Communication:** keeping confidence by obtaining overt perm to share personal situations

## Question:

How do we respect and protect **confidentiality** while working to build relationships and expressing our concern for others?

# Confidentiality Scenario

Amy, “How is so and so?”

Possible well-intentioned, real-life responses:

- ▶ She is really sick and having surgery next week
- ▶ She’s having a really hard time with her mom and it seems like they’re fighting all the time
- ▶ I saw on Facebook that she’s in jail

# Confidentiality Scenario

**Amy, “How is so and so?”**

Possible responses that apply our values of compassion AND confidentiality:

- ▶ He said that I could share that he is waiting nervously for his PET scan next week.
- ▶ I am sure that she would love to hear from you. She’s not up for phone calls yet, but cards put a smile on her face.

# Confidentiality Scenario

**Alice shares with Amy:**

I'm so worried. I just can't sleep. My brother lost his job yesterday.

Possible real-life responses that apply our values of confidentiality:

Alice, Goodness that's tough. I'm glad to pray.

**May I share this?** Can this be shared with Mother Kae? the Pastoral Care Team? Add to the Prayers of the Faithful? How would you like me to keep this confidential?

# Interactions on ZOOM

## DO NOT

- ▶ If you would NOT yell a personal question in a crowded room, don't ask it on Zoom. Zoom IS a crowded room!

## DO

- ▶ Ask general questions like “How are you?” and then one can respond with as much information as one is comfortable.



# Double Confidentiality-Safety

- ▶ You tell me that you are having surgery.
  - ▶ I ask: May I share this with others.
  - ▶ You respond.
- ▶ Later, I cannot ask you specifically about the surgery unless you bring it up.  
Not in person,  
Not on zoom,  
Not in text.  
I ask:  
“How are you?”

# COB Standards of Conduct

While doing your ministry responsibilities:

- ▶ Honor relationships
- ▶ Avoid abuse of power
- ▶ Accept guidance and mentoring
- ▶ Work within your qualifications and gifts - recognize limitations

# COB Standards of Conduct

While doing your ministry responsibilities:

- ▶ Avoid conflict of interest (exploitation for personal gain)
- ▶ Give appropriate credit for sources, attribution, copyrights (i.e., music books)
- ▶ Show respect and encouragement for other leaders
- ▶ Be sober and unimpaired, weapon free

# Annual - Due Diligence

- ▶ Background checks - permission granted - work with youth and/or \$\$\$
- ▶ Disciplinary process
- ▶ Consequences
- ▶ Copy of the code, orientation
- ▶ Signed acknowledgment of orientation

# Process in Addressing Concerns

If you have a concern about someone's behavior, contact the pastoral staff or a parish council member

- 1) The staff or parish council member:
  - Will explore the concerns or complaints
  - May include referral to the Listening Team: parish members with professional experience with reviews of this nature
  - Will address it with confidentiality, sensitively and well

# Being your best self

- ▶ Healthy balance - harmony in personal and ministry commitments of one's position
- ▶ Recognize numbing behaviors  
i.e., use of drug/alcohol abuse  
- illegal substances,  
pornography,
- ▶ Set a good example
- ▶ Love and be loved