

# **Mill Creek Community Church**

## **Code of Conduct for Ministry Leaders**

“Ministry leaders” are all office bearers (ordained ministers, commissioned pastors, elders, and deacons), staff (paid and volunteer) who are providing leadership in the church as ministry leaders. Ministry leaders have been empowered by God and the church to serve the body of Christ for good. They are called to resist all temptations to abuse their power through the misuse of position, authority, or influence.

Abuse of power is often defined as misusing power to harm another person or using power and influence to take unjust advantage of another person. All abuse by ministry leaders within the church is also spiritual abuse and has spiritual impacts that often heighten the harm caused to individuals and to the family of God. For more info read: Safe Church Policy, Appendix: Understanding Abuse of Power & the Power Wheel.

**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 honesty, people of every position, status, race, ethnicity, orientation, gender, age, or ability.
3. I will maintain appropriate emotional, physical, and sexual boundaries in all relationships, respecting a person’s right to not be touched in ways that make them feel uncomfortable.
4. I will ensure that all interactions with children, youth and vulnerable adults can be heard and observed by another MCCC staff (paid or unpaid) unless approved by the parents or family.
5. I will keep all my relationships free from inappropriate or unwanted physical contact, emotional or sexual intimacy, and 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.
2. I will report known or suspected cases of physical, sexual, or emotional abuse or neglect to a Safe Church Team member, Council member or Pastor, as long as that person is not part of the disclosure of abuse.
3. I will support those who disclose physical, sexual, or emotional abuse, empowering 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, holding 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.

I have read and agree to abide by the above MCCC Code of Conduct, as well as, the Safe Church Policy & Procedures.

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Signature

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Date

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Print Name