

# ETHICAL GUIDELINES FOR CONGREGATIONAL CONDUCT

## OUR RELATIONSHIP AS MEMBERS TO ONE ANOTHER

- ✓ We treat one another with courtesy and kindness.
- ✓ We welcome the expression of differing viewpoints and create an environment of trust to encourage free discussion.
- ✓ We keep confidences and refrain from gossip.
- ✓ Our personal conduct reflects the Body of Christ and our Christian values.
- ✓ We honor the structure and constitution of this community and collaboratively establish policies to best guide our life together.

## OUR RELATIONSHIP AS MEMBERS TO OUR CHURCH OFFICERS AND LEADERS

- ✓ We select our officers intentionally and impartially on the basis of their commitment, competence, compassion and maturity in the faith.
- ✓ We provide our leaders opportunities for training and faith formation to be effective leaders.
- ✓ We nurture and support our leaders with prayer.
- ✓ We offer constructive feedback to our leaders in a spirit of love and gratitude.

## OUR RELATIONSHIP AS MEMBERS TO OUR MINISTER(S) AND PROFESSIONAL STAFF

- ✓ We follow our denominational guidelines when seeking a minister and communicate with integrity and without discrimination on any basis.
- ✓ We stay updated on fair compensation guidelines from the denomination and keep our salaries and benefits to these standards, including sabbatical guidelines.
- ✓ We provide our minister with the facilities and equipment necessary. We respect study hours and time off.
- ✓ We honor the time and talents of the minister's family and place no additional expectations on them for ministry or leadership of the church.
- ✓ We grant our minister responsible freedom of the pulpit.
- ✓ We respect our minister's spiritual and intellectual leadership and collaborate in fulfilling the mission and responsibilities of the church.
- ✓ We respect boundaries with former ministers and call on our present minister for all our pastoral and celebratory needs.
- ✓ We support our minister's participation and responsibilities in the wider ministries of the denomination.
- ✓ We support and nurture our minister through constructive and respectful feedback by evaluating all our ministries (not just the minister).

- ✓ We support our minister and family with love and compassion in the midst of personal crisis and will go the second mile in finding specific ways to help.
- ✓ We have an active Pastoral Relations Committee or equivalent that serves as support for the pastor and liaisons with the congregation.
- ✓ We commit to addressing conflicts before they grow into a crisis and know to call on the regional staff for assistance, if needed.

## OUR RELATIONSHIP AS MEMBERS TO OUR COMMUNITY

- ✓ We accept our missional responsibility for the moral and spiritual development of our community and to live in a way consistent with our Christian values.
- ✓ Our voting and civic participation will reflect our Christian ethics and responsibilities.
- ✓ We are mindful of the ethical implications of every project we are asked to support.
- ✓ We maintain good credit and business reputation and respect the rights and privileges of our immediate neighbors.
- ✓ We work in collaboration with community services and agencies to improve our community as best we can.

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## OUR RELATIONSHIP AS MEMBERS TO THE CHURCHES IN OUR COMMUNITY

- ✓ We encourage ecumenical harmony and will participate in ecumenical opportunities at all levels of the church.
- ✓ We engage in conversation with those of other beliefs in our community to understand their practices and create collaborative relationships where possible.
- ✓ We honor the boundaries and members of other faith communities and present our witness in a way that will not be injurious to others.
- ✓ We share our facility and resources as needed to further community relationships and ministries.

## OUR RELATIONSHIP AS MEMBERS TO THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST)

- ✓ We seek to know and understand the various points of view within the Disciples and respect others of differing belief.
- ✓ We recognize our covenantal relationship with the Disciples. In partnership, we give generously and prayerfully to our programs at home and overseas.
- ✓ We claim and live our identity as set forth in the Preamble for the Design of the Christian Church (Disciples of Christ) and stay informed of the actions and ministries of the wider church.
- ✓ We encourage our ministers and members to serve in the leadership and ministries of the wider Disciples body.

## OUR RELATIONSHIP AS MEMBERS TO THE CHURCH UNIVERSAL

- ✓ With the church universal we proclaim that Jesus Christ is Lord and Savior of the world. In his name and by his grace we accept our mission of witness and service to all people.
- ✓ We are bound to God and one another through covenant, and through baptism we are made one with the whole people of God.
- ✓ We are called to express the unity God bestows by ecumenical study, dialogue, cooperation and expression.
- ✓ We cooperate with all manifestations of Christ's church in ending the injustices and violence in our communities and our world.
- ✓ We honor the unity of the Lord's Table, acknowledging that Christ's invitation extends to all who believe, without barriers.

WE, THE MEMBERS OF:

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ON THIS DATE:

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DESIRE TO UPHOLD THE COVENANTAL RELATIONSHIPS WE SHARE WITH ONE ANOTHER, OUR CHURCH LEADERSHIP AND MINISTERS, OUR COMMUNITIES, THE WIDER DENOMINATION AND THE CHURCH UNIVERSAL REGARDING THESE GUIDELINES.

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SIGNATURE OF MEMBER