

## Ecumenical Catholic Diocese of New England Standards of Ethical Conduct

The members of the Ecumenical Catholic Diocese of New England, hereafter referred to as ECDNE, are mandated by membership in ECDNE to treat each person whom they encounter with reverence and respect. People should be able to trust that pastoral ministers respect the dignity of all and to believe these ministers are motivated by the love of God. People demand that the conduct of those in ministry reflect the highest ethical standards.

Therefore, the Board of Directors of ECDNE promulgates the following standards of ethical conduct for its members. Compliance with these standards presupposes that members are committed to socially accepted behavior and to ethical principles rooted in Christian principles. At the heart of these principles and standards is Jesus, the model of God's provident care.

Members of ECDNE are committed to promoting the dignity of all persons:

1. Members shall treat, with reverence and respect, each person to whom they provide pastoral care.
2. Members shall avoid any behavior that could be interpreted as harassment or discrimination of any type.
3. Members shall communicate verbally and non-verbally in ways that respect the dignity of the human person.

Members shall exercise ministry in an inclusive fashion:

1. Members shall promote the equality of men, women, and children.
2. Members shall reach out to marginalized people, especially those who feel alienated from the Church.
3. Members shall be sensitive to the diverse forms of spirituality and worship.
4. Members shall promote the principles of mutuality, equality, collegiality, and subsidiarity.
5. Members shall use inclusive language that indicates a sensitivity and respect for all.
6. Members shall respect different charisms, spiritualities, gender identities, and others who work to proclaim the Good News of God's intended world of love and justice.
7. Members shall avoid clericalism or the fostering of dependency and submissiveness among those whom they serve.

Members shall respect the physical and emotional boundaries appropriate to pastoral relationships:

1. Members shall be aware of their legal responsibilities under federal, state, and local laws, including prohibitions regarding the distribution of alcohol and controlled substances.
2. Members shall exercise discretion when providing pastoral ministry to an individual, especially a minor.

3. Members shall avoid over-familiarity, inappropriate language, and inappropriate touch, as is clearly outlined in federal, state, and local laws and is clearly mandated by Christian moral ethics.
4. Members shall avoid the provision of pastoral ministry in settings where there may be an appearance of impropriety.
5. Members shall exercise prudence in giving and receiving gifts.
6. Members shall not engage in any group, organization, or behavior that may be interpreted as a conflict of interest.

Members will work for personal and systemic justice for all people:

1. Members shall maintain a preferential option for the poor, the vulnerable, and the oppressed.
2. Members shall set an example of faithful stewardship in the workplace and will cultivate of society marked by justice.
3. Members shall set rates for remuneration of services provided that are both fair and equitable.
4. Members shall encourage people to address the social and ethical issues of the day.
5. Members shall fulfill civic responsibilities, including all just financial obligations.

Members of ECDNE have a duty to develop and maintain competence in pastoral ministry and to act within the limits of their qualifications and abilities:

1. Members shall act in accord with all legal and civil requirements associated with their ministry.
2. Members shall not give advice on matters about which they are not competent, nor provide formal counseling without appropriate credentials.
3. Members shall maintain confidentiality with respect to issues arising from pastoral ministry.
4. When it is reasonably clear that a person(s) is(are) not benefiting from the pastoral relationship and/or when more specialized services are required, members shall appropriately refer the person(s) to alternate, professional services.
5. Members shall maintain appropriate records of their pastoral ministry.
6. Only the Board of Directors shall speak for ECDNE as an organization. No Board Member or individual members shall misrepresent ECDNE in either organizational or authoritative matters.
7. Members are encouraged to obtain and keep current their own liability insurance.

To the best of their ability, members are committed to maintain their spiritual, physical, and emotional health:

1. Members shall seek spiritual nourishment through regular prayer and reflection.
2. Members shall be committed to a spiritual growth program suited to their individual spiritual needs.
3. Members shall monitor their life-styles to support both physical and spiritual well-being.

These standards of ethical conduct have been formulated and reviewed by the Board of Directors of the Ecumenical Catholic Diocese of New England. They have been reviewed and ratified by the Board at large.

Review and Revision: November 3, 2013