

# STATEMENT OF ETHICAL PASTORAL CONDUCT

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## **Statement of Intent**

The Statement of Ethical Pastoral Conduct<sup>1</sup> has been created to provide a clear standard of conduct for those who are Accredited Ministry Leaders by CBOQ and serve in positions of leadership and influence within the Christian community. As followers of the Lord Jesus Christ, and leaders within the church we covenant with God and one another to abide or adhere to a high standard of morality and ethics within our lives and ministries.

## **Standard Principles and Expectations**

*All Ministry Leaders accredited by CBOQ are representatives of the wider Christian community and of CBOQ. As a visible role model and servant leader, I agree to:*

Live as a follower of Jesus Christ in my actions, attitudes and behaviours, recognizing my daily need for Christ's grace and forgiveness in my life and in the lives of others (Mark 12: 30- 31; Ephesians 2: 8-10; Colossians 2: 6-7; 1 John 1: 8-10).

Honour the high calling to Christian ministry and leadership and endeavour to lead a godly and exemplary life (Ephesians 4: 11-12; Titus 1:7-9).

Study with diligence and teach the scriptures with integrity, presenting the whole counsel of God's word in matters of faith, doctrine, ethics and morality (2 Timothy 2: 15- 16; 2 Timothy 3: 16-17; Hebrews 4:12).

Endeavour to grow as a Ministry Leader to offer ongoing effectiveness in ministry and leadership (Philippians 2: 1-11).

Maintain strict confidentiality when asked or required, except in cases where disclosure is necessary to prevent harm to persons and/or is required by law. It is required by law to report to the proper authorities suspected or declared child abuse or neglect,<sup>2</sup> and elder abuse in a nursing home.<sup>3</sup> (Romans 13: 1)

Accept responsibility for my own spiritual, emotional, physical and mental health. I will seek the help of others when I discover, or it is pointed out to me the need for support, encouragement, counselling

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<sup>1</sup> All Ministry Leaders who seek accreditation with CBOQ must agree with and sign and date the Statement of Ethical Pastoral Ethics, thus giving their consent to be supervised and disciplined. The Statement of Ethical and Pastoral Ethics is then placed in their personal file at CBOQ office.

<sup>2</sup> In Ontario, see <http://www.children.gov.on.ca/htdocs/English/childrensaidd/reportingabuse/index.aspx> for more details on the requirements to report. In Quebec, refer to <http://publications.msss.gouv.qc.ca/msss/fichiers/2016/16-838-02A.pdf>

<sup>3</sup> In Ontario See <http://www.elderabuseontario.com/what-is-elder-abuse/legislation-reporting/#4> for more details on requirements to report. In Quebec, see <http://legisquebec.gouv.qc.ca/fr/ShowDoc/cs/L-6.3> for details concerning the law, chapter IV articles 21.

or exhortation, and similarly act with due care towards my family and friends (2 Corinthians 5: 17- 6: 2).

Follow the directives of Galatians 6:1. If I become aware that one of my CBOQ Ministry Leader colleagues is “caught in sin,” I will consider to gently but courageously encourage him/her to confess sin and take the necessary steps of repentance and restoration. If the ministry colleague remains unrepentant or unchanged in regards to their sinful behaviour, I will consider the directives of Matthew 18: 15- 17 about contacting Church Leaders of that minister’s congregation or the Executive Minister of CBOQ (and police if required by law) and inform them of the situation.

In the spirit of Galatians 6: 1, if someone approaches me pointing out my sin, I will listen and consider their words. I will honestly reflect, confess if necessary, and consider allowing others to help me be restored in faith and practice, living out Proverbs 28:13.

## Critical Expectations

*All Ministry Leaders accredited by CBOQ are expected to uphold a high standard in terms of their conduct and lifestyle. Breach of a critical expectation may result in suspension of credentials and further disciplinary action. Detailed protocols in regards to discipline, reinstatement and restoration can be found in CBOQ Protocols for Discipline. As a Ministry Leader accredited by CBOQ, I agree to:*

Treat all people with dignity according to the Human Rights Code of Ontario<sup>4</sup> and/or the Quebec Charter of Human Rights and Freedoms<sup>5</sup>. The Code and Charter prohibit actions that discriminate against a person. Examples of discrimination are gender, race, national origin, ethnicity, sexual orientation, age, marital status, physical impairment and disability. (Genesis 1: 27; Galatians 3: 26- 28) (See the *Code and Charter* for the full list).

Not engage in aggressive or abusive behaviour, physically or verbally (Ephesians 4: 25-27).

Not engage in or be found guilty in a court of law of criminal activity, such as violence, abuse, theft, fraud, etc.. (This is not to curtail the peaceful conscientious objection to potential government action.) (Ephesians 4: 17-24)

Maintain healthy physical and emotional boundaries with those to whom I minister and with those I work alongside. This means there will be no comments or behaviours that would be construed as sexual or psychological harassment according to the Ontario Human Rights Code or the Quebec Labour Standards.<sup>6</sup> (Colossians 3: 1-17).

Honour healthy and appropriate physical and emotional boundaries (e.g. not becoming emotionally intimate with someone I am ministering to or with<sup>7</sup>) and understanding the power inherent in the role of a minister (Ephesians 5:3-5; James 3:1).

Maintain a God-honouring and pure sexuality. I will not engage in extramarital, pre-marital, or same-sex sexual relationships or behaviour in keeping with *This We Believe: Resources for Faith with Baptist*

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<sup>4</sup> See <http://www.ohrc.on.ca/en/ontario-human-rights-code> for full details.

<sup>5</sup> See [http://legisquebec.gouv.qc.ca/en/showdoc/cs/C-12?langCont=en#ga:l\\_i-gb:l\\_i-h1](http://legisquebec.gouv.qc.ca/en/showdoc/cs/C-12?langCont=en#ga:l_i-gb:l_i-h1), especially section 10.

<sup>6</sup> For Ontario, see <http://www.ohrc.on.ca/en/policy-preventing-sexual-and-gender-based-harassment/2-identifying-sexual-harassment> and for what constitutes general harassment in the labour force see <https://www.ontario.ca/page/understand-law-workplace-violence-and-harassment#section-3>. For Quebec see, <https://www.cnt.gouv.qc.ca/en/in-case-of/psychological-harassment-at-work/labour-standards/section-8118/index.html> and to see how this act includes sexual harassment, see <https://www.cnt.gouv.qc.ca/en/in-case-of/psychological-harassment-at-work/foire-aux-questions-sur-le-harcelement-psychologique-et-sexuel/index.html>

<sup>7</sup> Inappropriate emotional intimacy occurs when a person channels intimate emotional energy, time, and attention to someone other than their spouse. Examples of this are found when someone shares with someone of the opposite gender details of their intimate lives such as marital problems; makes comparisons of the person with one’s partner; often thinks of the person; keeps the intimacy of the relationship secret; fantasizes a love or sexual relationship with the person; looks for time to be alone with the person, etc.

*Distinctives*<sup>8</sup> and the Resolution on Same-Sex Marriage<sup>9</sup>. I will avoid pornography<sup>10</sup> (Mark 7:21-23; 1 Corinthians 6:18-20; Galatians 5:16- 26; 1 Thessalonians 4:3-8).

Seek to insure the spiritual integrity of events such as marriages, funerals, child dedications or other such services, practicing them in accordance with the patterns and practices established for CBOQ by its member congregations.

Understand and observe my responsibilities in regards to the protection of children and vulnerable persons within my care, the church I serve, and the community at large (Micah 6: 8; James 1:27).

Conduct all personal and professional financial affairs ethically and responsibly (1 Timothy 6:3-10).

Refrain from illegal drug use and abuse of alcohol (drunkenness) and prescription drugs; and to seek immediate help for any addictive behaviours (drugs - legal or illegal, alcohol, gambling, pornography etc.) (Romans 13:12-14; 1 Corinthians 6:18-20)

Consistently seek to encourage congregations and congregants toward loyalty to and support of CBOQ, and to serve harmoniously within the patterns and practices established for CBOQ by its member congregations.

Serve humbly and not abuse the inherent power of the ministry position. I will refrain from any form of conduct that exploits another for my own advantage or the advantage of any third person (1 Peter 4:7-11).

Upon my retirement or resignation, I will seek to support the ministry of my successor(s) by refusing to interfere in the ministry of the church I formerly served. I will refrain from pastoral involvement (including opinion on the incumbent's decisions) except upon the clear consent of my successor(s) and church board.

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<sup>8</sup> <https://baptist.ca/wp-content/uploads/2016/09/This-We-Believe.pdf>

<sup>9</sup> [https://baptist.ca/wp-content/uploads/2012/03/au\\_cboq\\_resolution\\_on\\_same\\_sex\\_marriage.pdf](https://baptist.ca/wp-content/uploads/2012/03/au_cboq_resolution_on_same_sex_marriage.pdf)

<sup>10</sup> Pornography is defined as the depiction of erotic behaviour in pictures (still and motion) and/or writings intending to produce sexual excitement.

**ETHICS AND DISCIPLINE CHECKLIST**

- Have you read the Regulations concerning the Ministry of Canadian Baptists of Ontario and Quebec as printed in the current CBOQ Discipline and Restoration Protocols (“Red Book”) and on the CBOQ website at <https://baptist.ca/wp-content/uploads/2018/10/Discipline-Protocol-revision-Oct-9-2018-.pdf>
  
- Have you read and understood the Statement of Ethical Pastoral Conduct?
  
- Have you read and understood the document *This We Believe?*
  
- Are there statements contained in the documents above which you cannot support? Please take as much space as required to explain:
  
  
  
  
  
  
  
  
  
  
- Do you understand that an individual whose ministry credentials are held by Canadian Baptists of Ontario and Quebec will be subject to discipline under the CBOQ CBOQ Discipline and Restoration Protocols (“Red Book”) for cases of alleged professional misconduct if an allegation of professional misconduct is sustained?

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Signature

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Date

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Print Name