

## **CODE OF ETHICS**

For all people who hold a Bishop's Licence, and for others who minister under the authority of the Church, in the Diocese of Wellington.

### **Preamble**

#### **I Purposes**

- a) To provide a statement of what both church members and the general public may expect from ministers.
- b) To help to define both personal responsibility and autonomy in relation to the wider ministry of the Church.
- c) To provide an indication of the standards on which ministry is offered under the authority of the Church.
- d) To reinforce the corporate and mutual responsibility of ministers.
- e) To offer a resource for understanding the nature of responsible ministry.

#### **II Principles**

- a) Every person, being created in God's image, has infinite worth and unique value, irrespective of origin, race, ethnicity, gender, age, belief, social or economic status, sexual orientation, marital status, contribution to society or present psychological, physical or spiritual state.
- b) All ministry, regardless of its form, should seek to bring glory to God, and further the best interests of those who receive it.
- c) Every person may expect to be supported in the development of their God-given potential, while recognising the same expectation in others.
- d) Every person, whether or not presently a member of the Church, may expect to receive objective and disciplined knowledge and skill, to enable that person to grow in the Christian faith.

#### **1. Responsibilities to the Church**

##### **Ministers**

- 1.1 will recognise their membership of the Body of Christ, the Church.
- 1.2 will offer their gifts to the development of the declared ministry and policies of the Anglican Church.
- 1.3 will adhere to standards of ministry as accepted by the Church, and work for their advancement.

- 1.4 will accept the authority of the Church to regulate their conduct.
- 1.5 will be responsible in the amount of time that they give to the ministry of the Church, guarding against both over-commitment and avoidance of responsibility.

## 2. **Responsibilities to those receiving ministry**

- 2.1 Ministers will recognise the right of persons receiving ministry to privacy in respect to the collection, use, disclosure and retention of information as set out in the Privacy Act 1993. Here, 'information' means personal information, both written and oral about an identifiable individual.
- 2.2 Ministers providing the Ministry of Reconciliation will recognise the right of the person receiving the ministry to complete confidentiality, both by law, and in keeping with the rubrics on page 750 of 'A New Zealand Prayer Book, He Karakia Mihinare o Aotearoa'.
- 2.3 Ministers providing other forms of ministry will recognise the right of those receiving ministry to confidentiality in situations other than those referred to in clause 2.2 above. Confidentiality must be maintained except where disclosure is necessary to prevent or lessen a serious and imminent threat to:
  - (i) the life or health of the individual concerned or another individual, or
  - (ii) the public health or public safety.

Generally, in other situations, confidentiality should be breached only with the consent of the person receiving ministry, or as otherwise required by law.

- 2.4 Ministers will not abuse their position by taking advantage of those to whom they minister for the purposes of personal, institutional, political or financial gain.
- 2.5 Ministers will recognise the right of persons receiving ministry to be free from threat of sexual exploitation or sexual harassment of any kind. (See Section 5).
- 2.6 Ministers will encourage those receiving ministry to make their own decisions and take responsibility for their own lives, under God.
- 2.7 Ministers will recognise the limits of their own competence and personal interest, and refer those to whom they minister to others when this is necessary or desirable.

## 3. **Responsibilities to other ministers**

Ministers

- 3.1 will treat other ministers with respect, consideration, fairness and good faith.
- 3.2 will recognise the abilities, expertise and views of other ministers and value the contributions they make.
- 3.3 will respect the confidences of other ministers.
- 3.4 will seek resolution of conflicts which arise with other ministers, using mediation where necessary.
- 3.5 will, when appropriate, cooperate with other ministers when it is in the best interests of the people to whom they minister.
- 3.6 will respect the time constraints of other ministers.

#### 4. **Responsibilities to themselves**

##### Ministers

- 4.1 will recognise that there are limits to the ministry they can properly provide and that respect for their own health and well-being is necessary.
- 4.2 will recognise their own need, and that of their family, for recreation, refreshment and renewal for which, at times, they may need to call on the support and expertise of others.
- 4.3 will recognise their need for regular supervision and spiritual direction to maintain a high standard of ministry, and will make their own arrangements to secure this.
- 4.4 will recognise their need regularly to update, extend and enhance their knowledge and skills.

#### 5. **Pastoral relationships within ministry**

- 5.1 Ministers, like others involved in 'helping' professions, will adhere strictly to their ethical obligations. It is always the responsibility of the minister to ensure that the pastoral relationship remains healthy and in the best interests of the person receiving ministry.
- 5.2 Ministers will be aware of the deep and intense feelings that can occur within a pastoral relationship. They will monitor not only the emotions of those to whom they minister, but also their own, to avoid any exploitation of the relationship.
- 5.3 Apart from normative relations within marriage, a sexual relationship between a minister and a person to whom a minister is offering personal or individual ministry is never in the interests of either party, and is always an abuse of trust. The term 'sexual relationship' includes any form of physical contact which has as its purpose some form of sexual gratification, or which may be reasonably construed as having that purpose.

## **Explanatory Notes**

- 1 This Code is offered for all who minister under the authority of the Church in the Diocese of Wellington.
- 2 This Code contains guidelines for ethical behaviour between ministers and those to whom they minister. It is not intended as a complete statement of Christian moral teaching.
- 3 This Code contains guidelines that indicate acceptable ethical behaviour. It is recognised that all who minister will at times fail to live up to every aspect of the guidelines. Those who minister, and those to whom they minister, are called to offer each other reconciliation and forgiveness where there is recognition and repentance of breach of the ethical code.
- 4 This Code contains guidelines that deal explicitly with pastoral ministry. However, they are seen to be applicable wherever there is a ministry relationship.
5. Clause 2.3 of this Code is framed in accordance with Principle 11(f) of the Privacy Act 1993.
6. Ministers and those to whom they minister meet regularly in different settings. It is often difficult to distinguish between ‘professional’ and ‘personal’ relationships, and it can sometimes be difficult to establish appropriate boundaries in pastoral situations. Where an ethical dilemma may arise, ministers should consult a senior minister.
7. Breaches of this Code of Ethics transgress the standards of this Church. Any minister who wilfully acts contrary to any of the provisions of the Code may be subject to the pastoral direction and/or the disciplinary procedures of this Church.
8. This Code is supplementary to and does not replace the provisions for ecclesiastical offences by clergy set out in Title D, Canon II in the Code of Canons of the Anglican Church in Aotearoa, New Zealand & Polynesia.
9. This Code is not intended to preclude recourse to the appropriate legal authorities.

## **CODE OF CONDUCT**

For all people who hold a Bishop’s Licence, and for others who minister under the authority of the Church, in the Diocese of Wellington.

## **Preamble**

This Code is intended to cover the conduct of persons who are licensed to practice as priest or deacon, also those who are qualified as priest or deacon, but who are not currently licensed by the Bishop, and all lay persons who are engaged in any formal duties recognised by members of the public as pertaining to church function (eg members of Vestry, pastoral workers, Lay Readers, etc).

This Code is intended to provide a set of boundaries to protect such ministers and also those who seek their services. As a companion document to the Code of Ethics, it is intended to offer support and guidance, and to empower ministers in the church in the day-to-day performance of their ministry.

## **THE CODE**

1 Ministers are actively involved in the community.  
Ministers who are licensed representatives of the church must be available to the public, and must not, without good cause refuse to respond to requests for priestly or pastoral services within the scope of competence.  
Ministers need to be especially sensitive about confidentiality and self-monitor both public and private statements and comments.

2 Ministers must respect and never abuse the relationship of confidence and trust between themselves and any person seeking their services.

3 Ministers must not enter into a priestly or pastoral relationship where there is or is likely to arise, any conflict between their personal interests and the best interests of the other party.

Perception by a minister that a conflict of interest exists, or is likely to exist, is sufficient cause to act in the best interests of the party. Consent should not be made an issue for the other party, and a minister should be aware that a deeply held personal conviction or principle can distort objectivity.

In the event of a conflict, or likely conflict of interest, a minister shall

- a) advise the other party of the conflict of interest, and that priestly or pastoral services should be sought elsewhere,
- b) offer to assist with arranging alternative services.

Potential areas of conflict include, but are not limited to the following:

- i) opportunity or invitation to exert power or control over a person's life,
- ii) sexual attraction towards the other person,
- iii) opportunity or invitation to act as a mediator/counsellor between two parties, where partiality exists for or against one of the parties.

4 Ministers would establish a work environment which, in a practical way, minimises the possibility of suspicion or misunderstanding.

5 Ministers must respect the ethnic and cultural background, gender, class and sexual orientation of those to whom they minister.

- 6 To evaluate, maintain and improve their work, ministers must learn how to recognise their personal and professional needs in areas of competence and emotional and spiritual well-being. To do this, ministers should utilise ongoing self-evaluation, peer support, consultation, supervision, continuing education and/or personal counselling.
- 7 Ministers should question practices in the church community that appear to be harmful or abusive. In exercising this tenet, they shall seek advice, and safeguard the rights and dignity of the persons involved before acting.
- 8 Ministers should be productive in safeguarding their own integrity in priestly or pastoral situations, including:
  - i) maintaining proper appointments systems,
  - ii) suggesting the presence of support persons (eg personal friend/relative, or church contact person) during private pastoral counselling sessions,
  - iii) keeping discussion relevant to the issue at hand,
  - iv) honouring confidentiality,
  - v) refraining from undue familiarity,
  - vi) avoiding physical closeness or inappropriate touch,
  - vii) never using sexually demeaning words or actions, or jokes in doubtful taste,
  - viii) not involving others in their own personal problems,
  - ix) consulting about difficult situations, within the bounds of confidentiality,
  - x) employing strong support systems and self-monitoring,