

# **Code of Conduct**

## for Leaders and Employees of Smythe Street Cathedral

### **Introduction**

This document lays out the approved Code of Conduct for Leaders and Employees of Smythe Street Cathedral (SSC), herein referred to as the Code. The SSC Operating By-Laws refer to this Code as the **Moral Code of Conduct / Lifestyle Statements** and indicate that it is part of the spiritual direction and oversight provided by the Elders and must be affirmed and adhered to by Elders, Trustees, Officers, Pastors, Ministerial Staff Persons and General Employees.

Individuals assuming a role to which the Code applies (or already in such a role when the Code is first adopted) will affirm and commit to adhere to it by signing this document (see "My Affirmation and Commitment to the Code" below). An assessment of adherence to the Code will be part of the formal review process for paid staff and may form part of ministry effectiveness reviews for others who serve in leadership. Failure by an individual to adhere to the Code may be followed by a process of discipline and restoration and may result in removal of the individual from their position as a leader or employee of SSC.

The Code, in general, is composed of principles to be followed rather than a detailed list of dos and don'ts. The principles are grounded in the Holy Scriptures but are of necessity limited to the most important moral and ethical issues faced in 21st century ministry. It is expected that those serving in leadership at SCC will also be students of the Scriptures in order to grow in God's grace and conduct themselves with His guidance in the various situations they face every day.

In addition to the requirements explicitly laid out in this document, those serving at SSC must follow the laws of New Brunswick and Canada and other codes of conduct / ethics that relate to their role(s) at SSC as established by Christian or professional organizations to which they belong or with which SSC has chosen to affiliate (the ACOP Principles of Comportment for most pastors, guidelines established by the Canadian Council of Christian Charities for those serving in a financial role, etc.). The sole exception to this requirement is in cases where a conflict arises with generally agreed, clear biblical direction on a specific matter as confirmed by the Elders of SSC.

The leadership of Smythe Street Cathedral is committed to honouring the Lord Jesus Christ by operating with integrity and believes that affirming and adhering to this Code contributes positively to this commitment. It is hoped that the Code will both provide guidance to leaders and increase confidence within the local church community and the local community at large that SSC carries on its ministry in a manner that pleases God and is ethically and morally sound.

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### **The Code**

As a follower of Christ who serves in leadership or as an employee at Smythe Street Cathedral (SSC), I affirm and commit to adhere to the following:

#### **Love God**

As a Christian, I will endeavour to love God and to honour and serve the Lord Jesus Christ with all my heart and with all my soul and with all my mind and with all my strength.

#### **Love Family**

As a member of my own family, I will endeavour to love, honour and be a servant to my spouse and / or all members of my family as instructed to me in the Bible.

#### **Love Yourself**

As a Disciple of Christ, I will endeavour to

- keep myself spiritually in shape, morally pure and live a life of integrity.
- care for myself spiritually, mentally, emotionally and physically.
- resist sexual temptation (for example, the viewing of pornography) and avoid sinful sexual behaviour and inappropriate relationships (please see the SSC Statement of Faith for further guidance).
- avoid sinful or inappropriate consumption of intoxicating and/or addictive substances.

#### **Love God's Church**

As a SSC leader or employee, I will endeavour to

- serve the Church of Jesus Christ at Smythe Street Cathedral as instructed to me in the Bible and commit myself to see it prosper and grow.
- work in unity with the other leaders and employees of SSC, and pray for, honour and respect them and their families with all integrity.
- respect and build God's Kingdom in cooperation, not competition, with other local ministries.
- be careful to protect, honour and care for those who are vulnerable, including children, the needy and the elderly.
- be honest and prudent in regard to personal and ministry resources, ensure that church funds are used for their intended ministry purposes, and willingly follow accepted accounting practices and participate in audits.
- be careful to speak the truth in love, including guarding the confidence of information that is entrusted to me, informing others in advance of the need to divulge information due to legal and / or pastoral requirements, and generally telling only what I know to be true and helpful in a situation, or remaining discreetly silent.

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**Be Accountable**

As a SSC leader or employee and Disciple of Christ, I will endeavour to be accountable for keeping my commitment to adhere to this code by

- seeking out godly counsel should I experience struggles in keeping any aspect of the Code.
  - approaching the spiritual leaders of SSC to confess failures and seek restoration should I fail to keep my commitment to adhere to the Code.
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**My Affirmation and Commitment to the Code**

My signature below signifies that I affirm and commit to adhere to this Code of Conduct for Leaders and Employees of Smythe Street Cathedral.

Printed Name:

Role:

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\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Signature:

\_\_\_\_\_

Date: \_\_\_\_\_