

1 **INTERNATIONAL CHRISTIAN COMMUNITY CHURCHES**
2 **APPENDICES TO THE ARTICLES OF COVENANT**
3 **as Amended November 10, 2007**

4
5 **APPENDIX 1**
6 **THE MINISTRY OF THE PASTORATE**
7 **Requirements for recognition as a Pastor, transfer of credentials into, or ordination in,**
8 **International Christian Community Churches.**

9
10 PREAMBLE

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12 ICCC aims for excellence in pastoral ministry, and recognizes that well-trained clergy will have
13 both academic training and proven pastoral competency through practical experience, either in
14 an official pastoral capacity or as a candidate-intern. Theological education may be completed
15 through a seminary, college, or a denominational training program such as Emmaus Institute.
16 Practical experience may have been with a previous denomination as ordained clergy or church
17 staff, as an ICCC lay pastor, or may be gained through official candidacy-internship within an
18 ICCC congregation while under the supervision of the ICCC Board of Ministry. Prior to ICCC
19 ordination, all of those who seek ordination will have a minimum of one year of ICCC-
20 supervised experience.

21
22 PASTORAL RECOGNITION IN ICCC

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24 International Christian Community Churches recognizes three forms of pastoral ministry:

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26 **ORDAINED CLERGY** are those persons who have been called by God to vocational ministry,
27 have successfully completed both educational and experiential training, have served an ICCC
28 congregation as a candidate for a minimum of one year, and have met with and been approved by
29 the Board of Ministry for ordination. Individuals in this category carry the title “Reverend” and
30 when ordained, carry full clergy responsibilities and privileges, including the performance of
31 legally-recognized marriages.

32
33 **COMMISSIONED PASTOR** are individuals who are called by God to vocational ministry and
34 are pursuing ordination but have not yet met all of the academic or experiential training. While
35 completing these requirements and waiting for Board of Ministry approval for ordination, these
36 individuals are members of a local ICCC congregation and serve that congregation as a candidate
37 for ordination. Persons in this status may also have ICCC recognized ministries such as hospital
38 or prison chaplaincy, etc. They may perform clergy responsibilities except performance of
39 legally-recognized marriages.

40
41 **LAY PASTORS** are individuals who are called by God to serve in a pastoral capacity, not as a
42 vocation, but for a specific circumstance, time and place. Most often these individuals serve a
43 congregation during a pastoral vacancy and often have been in a position of lay leadership within
44 that church. Lay pastors will have some degree of educational and experiential training and may
45 pursue additional training at the direction of the Board of Ministry. Lay pastors are appointed by
46 the Governing Board in consultation with the Board of Ministry. While in this capacity, Lay
47 Pastors are directly supervised by the ICCC Assistant Presiding Minister.
48 Under some circumstances, Lay Pastors may be testing a call to vocational ministry while
49 serving a local congregation. They may be pursuing ordination but may not have completed

50 sufficient requirements to be credentialed. These individuals must be registered with the Board
51 of Ministry and must demonstrate progress toward becoming commissioned pastor.

52

53 PERSONS IN THE ABOVE CATEGORIES must receive an annual License to Practice from
54 the Board of Ministry.

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56 REQUIREMENT FOR CREDENTIALING WITHIN ICCC

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58 REQUIREMENTS FOR ORDINATION

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60 1) Individuals seeking ordination within ICCC must meet the following requirements:

61 a) Demonstrate a call by God to vocational ministry that is confirmed by the ICCC
62 community in which they serve.

63 b) Complete all academic requirements or their equivalent as certified by Emmaus Institute.

64 c) Complete a minimum of one year of supervised ministry experience serving an ICCC
65 congregation under the supervision of the Board of Ministry.

66 d) Complete a psychological evaluation and national criminal records check.

67 e) Complete an ordination interview with and secure endorsement from the Board of
68 Ministry.

69

70 2) A call to vocational ministry is confirmed in community, and is demonstrated by completing
71 a successful period of practical experience/internship and receiving an endorsement from the
72 local congregation.

73

74 3) Candidates for ordination will exhibit academic competencies in the following areas:

75 ~~/s/~~ Biblical studies (at minimum, surveys of the Old Testament and New Testament)

76 ~~/s/~~ Christian Theology

77 ~~/s/~~ Christian History

78 ~~/s/~~ Worship and Liturgy

79 ~~/s/~~ Preaching

80 ~~/s/~~ Christian Education

81 ~~/s/~~ Pastoral Care and Practice

82 ~~/s/~~ ICCC Polity, Interfaith and Ecumenical Studies

83 ~~/s/~~ Christian Ethics

84 ~~/s/~~ Exegesis and Interpretation

85 ~~/s/~~ Church Administration

86

87 4) Candidates for ordination will have completed a minimum of one year of supervised pastoral
88 experience in a local ICCC congregation or emerging church. A supervision contract with
89 the Board of Ministry shall be in effect for this period of time.

90

91 5) At the direction of the Board of Ministry, ordination candidates will complete a
92 psychological evaluation and criminal records check prior to scheduling an ordination
93 interview with the BoM. The ordination interview must produce an endorsement from the
94 BoM in order for the individual to qualify for ordination.

95

96 6) Should the ordination interview not produce an endorsement from the BoM, the BoM must
97 provide a written explanation and an outline of remedial requirements. An individual may
98 reapply for ordination after these requirements are completed. In the rare case that the

99 candidate is not endorsed after a third ordination interview, the individual is no longer
100 considered a candidate and cannot reapply for ordination.

101
102 Transfer Clergy: Candidates for ordination who have been previously ordained in another
103 denomination are considered “transfer clergy” and must meet the general requirements for
104 ordination as indicated above. ICCC recognizes that these individuals often come to our
105 denomination with extensive education and ministerial experience. Such individuals must be
106 given an opportunity to understand ICCC polity and practice, and the denomination must also be
107 given the opportunity to know the candidate. Therefore, transfer clergy must apply to the BoM
108 and serve a minimum of one year of supervised practice in an ICCC congregation. Upon
109 completion of all requirements, these individuals will have their previous ordination affirmed by
110 ICCC.

111 REQUIREMENTS FOR COMMISSIONED PASTORS

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114 Commissioned pastors as defined above are pursuing ordination and are serving a local ICCC
115 congregation as a sole pastor or are serving on the pastoral staff of a church. Commissioned
116 pastors could also serve the denomination by planting new ICCC churches or in other ways
117 assigned by the denomination. Some candidates in this category will be pursuing other types of
118 authorized ministries, such as hospital chaplaincy or prison ministry.

119 REQUIREMENTS FOR LAY PASTORS

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122 A lay pastor is appointed to serve a local ICCC congregation during specific circumstances,
123 often during a pastoral vacancy. Lay pastors are appointed by the Governing Board in
124 consultation with the BoM, and are directly supervised by the Assistant Presiding Minister. In
125 addition to appointment by the Governing Board, lay pastors must meet the following
126 requirements:

- 127
128 1) Lay pastors are appointed by the Governing Board for a period of one year. The appointment
129 may be extended for subsequent periods of one year each, at the discretion of the Governing
130 Board and in consult with the Board of Ministry.
131 2) Lay pastors will meet or pursue academic training as directed by the Assistant Presiding
132 Minister.
133 3) Lay pastors will have a written contract/covenant with the local ICCC church where they
134 serve.
135 4) Lay pastors will submit monthly reports to the Assistant Presiding Minister with copies to the
136 Board of Ministry.

137 EXCEPTIONS TO CREDENTIALING REQUIREMENTS

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140 ICCC recognizes that there are unique occasions in which an individual shows exceptional
141 pastoral skills and abilities, but may not meet all of the requirements for ordination. Certain
142 educational requirements may be waived for such individuals who otherwise meet ordination
143 requirements. Exceptions to the above-indicated requirements may be made under the following
144 circumstances:

- 145
146 1) The individual has a demonstrated call from God that is confirmed in community by the
147 ICCC Governing Board, the Board of Ministry and a local ICCC congregation;
148 2) The individual has passed a psychological evaluation and criminal records check;

149 3) The individual is unanimously endorsed by the Governing Board and Board of Ministry in
150 joint session.

151

152 ICCC APPLICATION PROCESS

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154 The Board of Ministry will develop application policies and procedures, along with necessary
155 forms. These procedures will include reasonable time tables and response times to various
156 forms of inquiry. These policies and procedures will be contained in the ICCC PASTORS'
157 MANUAL which is reviewed and approved by the Governing Board. Changes to the Pastors'
158 Manual will be presented to the Governing Board for vote, and should changes be accepted, they
159 will become effective immediately. All official candidates registered with the BoM must be
160 notified in writing by the BoM of any changes to the manual. Changes in specific requirements
161 (e.g., changes in course requirements) will apply to new applicants from that point forward.
162 Recommended changes that are inconsistent with current ICCC Articles of Covenant must be
163 made to the Governing Board and brought to the annual convocation for vote.

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165 CONTINUING PERSONAL AND PROFESSIONAL DEVELOPMENT

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167 International Christian Community Churches recognizes the importance of continued personal
168 and professional development. Clergy are encouraged to, at regular intervals, to pursue
169 education that builds upon current competence and professionalism, and adds to the ongoing
170 development of their individual spiritual journey. A minimum of 6 hours per year of continuing
171 education is required, or an equivalent course of study subject to approval by the chair of the
172 Board of Ministry in advance of the study.

173

174 Continuing education and professional development can be obtained in many ways. Clergy may
175 choose to attend workshops at General Convocation, attend Emmaus courses or events, or
176 participate in educational opportunities offered by other denominations, seminaries, retreat
177 centers, etc. If an individual is uncertain as to whether an event can be considered continuing
178 education, the chair of the Board of Ministry will make the determination.

179

180 RENEWAL OF CREDENTIALS

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182 All ICCC issued licenses to practice are renewed annually upon submission to the Board of
183 Ministry of documentation of continuing education hours and continued ministry within ICCC.
184 Further procedures are outlined in the ICCC PASTORS' MANUAL.

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186 ICCC CODE OF CONDUCT

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188 All Christians are called to maintain high ethical standards, however, the office of pastor carries
189 with it a call to standards of behavior that exceed the norm and that insure the best care for
190 congregations. The ICCC Code of Conduct establishes standards that insure accountability and
191 transparency in ministry, and protect individuals from unethical conduct. All recognized pastors
192 (ordained clergy, commissioned pastor and lay pastors), members of the ICCC Governing Board,
193 Board of Ministry appointees and Emmaus Institute appointees and faculty are required to
194 signify their agreement with the ICCC Code of Ethics by signing a copy of such on an annual
195 basis. The ICCC Code of Conduct is contained in Appendix 5 of the Articles of Covenant, and
196 includes a dating policy for clergy and pastoral leaders.

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APPENDIX 2
DISCIPLINE OF DENOMINATIONALLY APPROVED LEADERS

International Christian Community Churches does not condone, and will not tolerate, unbecoming conduct, disloyalty, dereliction of duty, or inappropriate dating practices among its approved Clergy, Lay Pastors or denominationally appointed or elected Lay Leaders who hold office in any denominational capacity. Each Lay Pastor, Credentialed Clergy, Ordained Pastor, elected or appointed denominational leader is required, on an annual basis, to sign a Code of Conduct.

Where a situation arises concerning the behavior of the above-indicated individuals, the complainant is to notify the Chair of the Board of Ministry in writing. The Chair will determine, in consultation with the Presiding Minister, whether the situation is such that immediate suspension of ICCC credentials is warranted as well as a recommendation that the local church suspend the pastor from duties. Should the complaint be regarding the Presiding Minister, the Assistant Presiding Minister will undertake this process. The Chair of the Board of Ministry will, within seven (7) calendar days of receipt of the complaint, appoint an investigator to determine if the charges have merit.

The judicial process begins when charges are brought as defined in the Leadership Manual.

A. The Judiciary Committee

The Governing Board will appoint lay and clergy members of ICCC to serve in a judicial pool to serve the entire denomination. All appointees must be members in good standing of their local church.

B. Access to Information

The clergy person or denominational leader, the complainant, the Presiding Minister, and the Chair of the Board of Ministry (if a Lay Pastor, Credentialed Clergy or Ordained Pastor is the subject of the complaint), shall be kept fully informed throughout the judiciary process. To be kept fully informed, all parties named above are to receive the following written information as soon as it is available:

1. A copy of the complaint.
2. A copy of the investigator's report, including all documentation or other evidence submitted to the investigator, and determination of the staff member responsible for risk management.
3. A copy of the formal statement of charges, if charges are lodged.
4. Date and location of the hearing.
5. Names of personnel administering the process (investigators, Judiciary Committee members, and those hearing the appeal).
6. Decision of the Judiciary Committee and any penalty.
7. Outcome of the appeal.

C. Complaints

Any denominational official who receives a complaint of alleged misconduct by a Lay Pastor, Credentialed Clergy, Ordained Pastor or denominational leader shall report the complaint to the Presiding Minister or Assistant Presiding Minister within two (2) business days.

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250 The person who is the subject of the complaint may be placed in inactive status by the Chair of
251 the Board of Ministry or the Assistant/Presiding Minister, with a recommendation that the
252 individual cease to function as a leader or pastor until a final judgment is reached. A
253 denominational leader may be asked to cease to function until a final judgment is reached. In
254 addition:

- 255 1. The person charged must be placed on inactive status immediately if the allegations
256 indicate the possibility of injury to persons or property.
- 257 2. The person shall continue to receive all compensation, insurance and other financial
258 benefits until a final judgment is reached.
- 259 3. Should secular criminal charges be filed against the person, resulting in the judiciary
260 process being delayed, the person will be entitled to up to three (3) months compensation
261 only, as determined by the employer.

262

263 Within two (2) business days of receiving a complaint, the Presiding Minister or Assistant
264 Presiding Minister, in consultation with the Chair of the Board of Ministry, shall select an
265 investigator from within the judicial pool to conduct a preliminary investigation.

266

- 267 a. The investigation will be conducted within ten (10) business days of the appointment of
268 the investigator.
- 269 b. If an appropriate person from the judicial pool is not available or if, in the judgment of
270 those appointing the investigator, particular skills and/or expertise are needed to
271 appropriately conduct the preliminary investigation, such other person, with no vested
272 interest in the proceedings, may be appointed. Members of the Governing Board may not
273 serve as the investigator in a judicial inquiry.
- 274 c. The investigator's report will be forwarded to the Chair of the Board of Ministry.
- 275 d. If the Chair of the Board of Ministry determines that the complaint is not substantiated, a
276 record of the finding will be placed in the individual's file to identify possible patterns of
277 misconduct.

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279 **D. Charges**

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281 If the Chair of the Board of Ministry determines that the complaint has been substantiated, within
282 two (2) business days of receiving the report of the investigator, s/he shall select three persons
283 from the judicial pool to form the Judiciary Committee and provide them with a copy of the
284 charges on behalf of the complainant and a complete record of the findings.

285

286 The Lay Pastor, Credentialed Clergy, Ordained Pastor or denominational official charged and the
287 affected church/agency will be immediately notified by the Chair of the Board of Ministry by
288 sending them a copy of the charges.

289

290 **E. The Hearing**

291

292 The Judiciary Committee will convene a hearing within 45 business days from the date of
293 receiving the charges. The Chair of the Board of Ministry is not required to be present at the
294 judiciary hearing. Further investigation may be conducted during this interval. Professional
295 investigators may be used if deemed necessary by the Judiciary Committee and the Chair of the
296 Board of Ministry. The hearing shall be conducted according to the following guidelines:

- 297 1. The location of the hearing shall be in a geographic area (within 100 miles) in which the
298 charges are brought against the individual or in another venue deemed more appropriate
299 by the Judiciary Committee and the Chair of the Board of Ministry.
300 2. Both the complainant and the person being charged shall be permitted to have an
301 advocate present during the hearing. Advocates are not legal counsel but are present to
302 provide support and may speak on behalf of the person they represent.
303 3. Any audio, video or written material that is to be considered at the hearing must be
304 submitted to the Judiciary Committee, the person charged, the complainant, and the Chair
305 of the Board of Ministry no later than ten (10) business days prior to the hearing.
306 4. Both parties may present and have an opportunity to question witnesses. Only first-hand
307 information is acceptable.
308 5. If the individual being charged does not attend the judiciary hearing, the evidence shall
309 be considered by the Judiciary Committee and a decision rendered.
310 6. A complete and accurate record of the hearing, including a complete audio record of the
311 proceedings, shall be prepared by the Judiciary Committee and retained by the Chair of
312 the Board of Ministry.
313 7. A copy of the Judiciary Committee's written decision shall be sent by certified mail
314 within five (5) business days to the complainant and the person charged.
315 8. Deliberations are conducted in private. A unanimous decision is required in order to
316 determine that the charges are valid.
317

318 **F. Resolution**

319
320 Following the unanimous decision of the Judiciary Committee, the following actions shall be
321 taken:

- 322 1. The Chair of the Board of Ministry, the Presiding Minister and the Assistant Presiding
323 Minister shall be informed of the Judiciary Committee's decision. In the event that the
324 charges have been substantiated, the Judiciary Committee shall determine the penalty
325 and inform all three above officials. Any penalty shall be invoked immediately.
326 2. Upon conclusion of the hearing and appeals process, the Chair of the Board of Ministry
327 will provide to the official governing body of any local church(es) or agency/agencies
328 affected a brief written statement approved by legal counsel which can be read only to
329 members of the affected congregation(s)/agency. A more detailed confidential summary
330 of the decision pursuant to the provisions of any confidentiality agreement will be
331 provided to the local church or agency administrative body.
332 3. Audio and written records of the hearing and all evidence will be retained by the Chair
333 of the Board of Ministry and a copy of the charges and final decision will be placed in
334 the clergy person's file.
335 4. The Chair of the Board of Ministry may recommend appropriate sources of pastoral care
336 for the complainant(s), the person charged, and the impacted congregation(s)/agency.
337

338 **G. Appeal Process**

- 339
340 1. Either the complainant or the person charged may appeal the decision of the Judiciary
341 Committee.
342 2. Appeals must be made to the Chair of the Board of Ministry within seven (7) business days
343 from the date that the charged person/complainant receives a copy of the final decision.
344 3. Within seven (7) business days of receipt of intent to appeal, the Assistant Presiding Minister
345 shall select three (3) impartial members to serve on an Appeals Panel and shall provide them
346 with all pertinent materials. The panel's decision must be made in seven (7) business days.

347 Except in the event that the judiciary process results in a revocation of clergy credentials, the
348 judgment of the Appeals Panel shall be final.

349 4. In the event that the judiciary process results in revocation of clergy credentials, an automatic
350 review of the proceedings and appeals process will be conducted by the Governing Board
351 within seven (7) business days. The determination of the Governing Board is final.

352 5. Copies of the decision of the Appeal Panel and of any review by the Governing Board will be
353 sent to the complainant, the person charged and the Chair of the Board of Ministry. A copy
354 shall also be placed in the file of the person charged.

355

356 **H. Cost of the Judicial Process**

357

358 1. The costs of the judicial process shall be the responsibility of the denomination. However,
359 ICCC reserves the right to seek restitution for expenses should the charges be found frivolous
360 or malicious.

361 2. The costs of bringing charges shall be borne by the complainant.

362 3. The costs for defense shall be the responsibility of the person against whom the charges were
363 brought.

364

365 If either party is financially unable to bear the costs of the process, a request for assistance may
366 be made to the Presiding Minister, who will make a decision in consultation with the Clerk and
367 Treasurer.

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APPENDIX 3

371

EMMAUS INSTITUTE FOR PASTORAL STUDIES

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373 Emmaus Institute for Pastoral Studies (Emmaus Institute) is the formal education and teaching
374 arm of International Christian Community Churches. The primary purpose of Emmaus Institute
375 is to provide pastoral education and leadership training opportunities to equip the people of God
376 for effective Christian ministry in their local churches.

377

378 Specifically, Emmaus Institute is responsible for the following:

379 ?? assisting those preparing for ordination in, or clergy transfer into, ICCC to find ways of
380 meeting the education criteria, either through he search for recognized coursework at
381 other institutions or the provision of specific courses taught through Emmaus Institute;

382 ?? providing coursework education for Lay Pastors to meet ICCC criteria;

383 ?? providing periodic education and training opportunities for all people involved in
384 ministry areas in local churches;

385 ?? ensuring that there are workshops for development of interested persons at General
386 Convocation.

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APPENDIX 4

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ARTICLE AMENDMENTS

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392 The process for amending the Articles of Covenant of International Christian Community
393 Churches will be as follows:

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395 In order for an Article amendment to be considered by the Convocation, the identically worded
396 amendment must be sponsored either by:

- 397 (a) a two-thirds (2/3) vote of the Governing Board; or
398 (b) by at least one third (1/3) or more of the affiliated churches by a two-thirds (2/3) vote at
399 a called meeting of the congregation at which quorum has been achieved. If a church has
400 not established a quorum, a quorum will be defined as twenty-five percent (25%) of
401 eligible voters.
402

403 Proposed amendments shall be submitted in writing to the Clerk of the Governing Board no later
404 than sixty (60) days prior to the Convocation. Adoption of the amendment shall require approval
405 by a two-thirds (2/3) affirmative vote of the governing body.
406

407
408

409 **APPENDIX 5**
410 **DENOMINATIONAL CODE OF CONDUCT**

411
412 International Christian Community Churches acknowledges that its pastors and other leaders are
413 called to live a life worthy of their calling as Christians and as professional clergy or
414 denominational leaders. Because we are entrusted with the spiritual lives of God's people, we
415 must maintain a high ethical standard. We therefore covenant with the denomination, our local
416 congregation and all people we serve to abide by this code:
417

418 I will refrain from unbecoming conduct, which is defined as:

- 419 1) Misuse of alcohol, use of illegal drugs of abuse, and failure to address a substance abuse
420 problem
421 2) Use of church funds or property for purposes other than their intended use
422 3) Misuse of the powers of the pastoral or other leadership office for personal or sexual gain
423 4) Pattern of deceit or dishonesty
424 5) Engaging in sexual misconduct, which includes but may not be limited to:
425 a) Any sexual behavior with or towards a minor, an individual who is legally incompetent,
426 or an individual who is emotionally vulnerable or unstable
427 b) Forced sexual contact of any type
428 c) Illegal sexual misconduct such as public nudity, public sexual activity, or engaging in sex
429 for hire in any capacity
430 d) Inappropriate internet behavior such as participating in sexual chat rooms or exchanging
431 pornography
432 e) Sexual harassment, and for pastoral leaders, failure to protect congregants from sexual
433 harassment on the part of church leadership
434 f) Violating the sanctity of one's covenant relationship or the sanctity of another's covenant
435 relationship.
436 g) For pastors, sexual behavior with anyone with whom the pastor has had a pastoral and/or
437 counseling relationship, including students or candidates/interns for whom the pastor is
438 providing supervision or training
439 6) Violation of confidentiality other than that which is required by law to protect children from
440 harm, to protect an individual from self-harm or harm to others
441 7) Engaging in any type of psychological counseling for which the individual is not licensed as
442 required by applicable civil laws and for which s/he does not hold appropriate credentials.
443 ICCC clergy credentials do not serve as a license to provide such therapy or counseling.
444 ICCC clergy as expected to know the licensure and practice requirements of the state in
445 which they live.

446 8) Being convicted of a felony or serious misdemeanor other than those due to laws that
447 discriminate against sexual minorities or those that constitute civil disobedience. All arrests
448 shall be reported to the Board of Ministry, which will pursue disciplinary action if
449 appropriate.

450 For ordained clergy, commissioned pastor and lay pastors:

451 9) Creating a person-centered ministry rather than a Christ-centered ministry, e.g., creating
452 emotional dependency on the pastor, abuse of authority, divisiveness, etc.

453

454 I will refrain from disloyalty, which shall include but may not be limited to:

455 10) A pattern of deliberate or malicious acts that damage or bring harm to a person, congregation
456 or other church body within the Body of Christ

457 11) Initiating or performing an ICCC-identified ministry which is unauthorized by or
458 unaccountable to the denomination

459 12) Undermining the authority and/or ministry of another pastor or leader.

460

461 I will refrain from dereliction of duty, which includes but may not be limited to:

462 13) A pattern of ministry or service that leaves churches or the denomination weakened rather
463 than strengthened

464 14) Leading a local congregation or the denomination into unreasonable indebtedness or other
465 breach of fiduciary duties

466 15) Negligence in leadership, supervision or pastoral practice

467 16) Failure to report acts of misconduct.

468

469

470 Dating Policy for Pastors, including Associate or Assistant Pastors:

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472 Sexual relationships between a pastor and congregant are generally prohibited, as indicated
473 above. ICCC recognizes that single pastors sometimes face a situation in which they wish to
474 pursue development of a relationship with someone in the congregation for whom they have had
475 pastoral responsibilities. This is a rare circumstance and requires considerable care and diligence
476 to maintain an open and healthy relationship with appropriate boundaries.

477

478 Should this situation occur, the pastor will ensure the following:

479 1) The local congregation administrative board will be made aware of the relationship;

480 2) The pastoral relationship between pastor and congregant will be terminated; and

481 3) A means for securing pastoral care will be developed for the congregant.

482

483 I sign this Code of Conduct as a covenant with International Christian Community Churches and
484 with the people I am called to serve. My signature indicates my full agreement with these ethical
485 standards and is my pledge to follow this code to the best of my ability.

486

487

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489 _____
Signature

Date