

International Christian Community Churches, Inc.

Code of Conduct

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

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

- 1) Misuse of alcohol, use of illegal drugs of abuse, and failure to address a substance abuse problem
- 2) Use of church funds or property for purposes other than their intended use
- 3) Misuse of the powers of the pastoral or other leadership office for personal or sexual gain
- 4) Pattern of deceit or dishonesty
- 5) Engaging in sexual misconduct, which includes but may not be limited to:
 - a) Any sexual behavior with or towards a minor, an individual who is legally incompetent, or an individual who is emotionally vulnerable or unstable
 - b) Forced sexual contact of any type
 - c) Illegal sexual misconduct such as public nudity, public sexual activity, or engaging in sex for hire in any capacity
 - d) Inappropriate internet behavior such as participating in sexual chat rooms or exchanging pornography
 - e) Sexual harassment, and for pastoral leaders, failure to protect congregants from sexual harassment on the part of church leadership
 - f) Violating the sanctity of one's covenant relationship or the sanctity of another's covenant relationship.
 - g) For pastors, sexual behavior with anyone with whom the pastor has had a pastoral and/or counseling relationship, including students or candidates/interns for whom the pastor is providing supervision or training
- 6) Violation of confidentiality other than that which is required by law to protect children from harm, to protect an individual from self-harm or harm to others
- 7) Engaging in any type of psychological counseling for which the individual is not licensed as required by applicable civil laws and for which s/he does not hold appropriate credentials. ICCC clergy credentials do not serve as a license to provide such therapy or counseling. ICCC clergy are expected to know the licensure and practice requirements of the state in which they live.
- 8) Being convicted of a felony or serious misdemeanor other than those due to laws that discriminate against sexual minorities or those that constitute civil disobedience. All arrests shall be reported to the Board of Ministry, which will pursue disciplinary action if appropriate. For ordained clergy, commissioned pastor and lay pastors:
- 9) Creating a person-centered ministry rather than a Christ-centered ministry, e.g., creating emotional dependency on the pastor, abuse of authority, divisiveness, etc.

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

- 10) A pattern of deliberate or malicious acts that damage or bring harm to a person, congregation or other church body within the Body of Christ
- 11) Initiating or performing an ICCC-identified ministry which is unauthorized by or unaccountable to the denomination
- 12) Undermining the authority and/or ministry of another pastor or leader.

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

- 13) A pattern of ministry or service that leaves churches or the denomination weakened rather than strengthened
- 14) Leading a local congregation or the denomination into unreasonable indebtedness or other breach of fiduciary duties
- 15) Negligence in leadership, supervision or pastoral practice
- 16) Failure to report acts of misconduct.

Dating Policy

Dating Policy for Pastors, including Associate or Assistant Pastors:

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

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

- 1) The local congregation administrative board will be made aware of the relationship;
- 2) The pastoral relationship between pastor and congregant will be terminated; and
- 3) A means for securing pastoral care will be developed for the congregant.

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

Signature

Date