



430 W. 9th Avenue
Denver, CO 80204
MountainStatesMC.org

MINISTERIAL ETHICS COVENANT

Ministers acknowledge their calling as servants of God and as followers of the way of Jesus, and from that they accept their responsibility for ethical integrity and accountability to people entrusted to their care. In addition to the below affirmations, ministers are expected to have read Section IV, Ethics in Ministry, in *A Shared Understanding of Ministerial Leadership* (MennoMedia, 2017).

Ministerial Sexual Ethics

1. Ministers are representatives of God and the church, and as such are to be agents of healing and redemption. Their lives reflect healthy morals and sexuality. They are aware that sexual exploitation or abuse of spouse, family members, children, colleagues, congregational members, employees or counselees is an abuse of trust, an abuse of power, and an abuse of the authority of a pastoral position. They accept their responsibility to define and maintain appropriate boundaries within their ministerial relationships and personal relationships.
2. Ministers accept the obligation to disclose information regarding previous sexual misconduct for which they have been called to account prior to formal candidacy for a new ministry position.
3. Ministers are aware of and willing to abide by church policies and disciplinary procedures to address sexual misconduct including Pastoral Sexual Abuse Policies and Procedures which is available on the MC USA website: <http://mennoniteusa.org/re-source/sexual-misconduct/>. Ministers are aware that discipline for sexual miscon-

duct and immorality may involve the loss of both their ministerial credentials and their vocational status.

4. When a minister becomes aware of a violation of this covenant by a church leader, they accept responsibility to report it to the appropriate entities. (See Addendum 2)

Other Ethical Standards

5. Ministers will comply with ethical and legal standards regarding congregational finances. Ministers will collaborate with church finance officers/treasurers to follow best practices regarding spending, financial transparency and accountability, fair compensation, receiving gifts, legal responsibilities, etc.
6. Ministers are expected to keep and maintain strict confidentiality, and will not share sensitive information without permission. However, if confidentiality will result in physical harm to others, ministers are mandatory reporters and must report suspected abuse of a child, elder, or vulnerable adult. (See Addendum 1 for information on mandatory reporting.)
7. Ministers are expected to foster trust by using the power inherent in the pastoral role responsibly, taking care not to misuse that power for financial gain, personal favors, or manipulation. Furthermore, ministers will be truthful in their interactions with others and strive to live lives of integrity.
8. As part of the Peace Church Tradition, ministers are expected to have a commitment to peace and justice, and will work against injustice and oppression. They will do what is in their power to protect those who are marginalized and vulnerable to mistreatment.
9. Ministers will seek to live healthy lives that balance church, family, and friends, and will take time for personal well-being and to pursue life-giving spiritual disciplines. When their lives are moving in unhealthy directions (i.e., towards workaholism or

other addictions) ministers will accept responsibility to seek help and receive counsel.

10. Mountain States Mennonite Conference requires all ministers to receive Healthy Boundaries Training every three years, or within the first year of ministry for those who have not received training previously. This applies to persons with these credentials: License Toward Ordination, Active, Active without Charge, and License for Specific Ministry.

If Healthy Boundaries Training and the Ministerial Ethics Covenant are not completed within the required time frame, the credential will be put on probation until these requirements are completed, or for up to a year. If training and the signature form are not completed within that year, the credential will be suspended following review by the Ministerial Council.

As a minister of Jesus Christ and as a representative of the church within its office of ministry, I accept and agree to these affirmations.

Date: _____ Signature: _____

ADDENDUM 1:

All Ministers are Mandatory Reporters

To report suspected child abuse or neglect:

Colorado: Call 844-CO-4-KIDS. More info [HERE](#).

New Mexico: Call 1-855-333-SAFE. More info [HERE](#).

These centers are staffed 24/7, 365 days/year, and callers may remain anonymous.

To report suspected elder abuse:

Colorado: If you suspect an at-risk elder (a person age 70 or older) or at-risk adult with intellectual and developmental disabilities is being abused, neglected, or exploited, you

must contact the [law enforcement agency](#) where the client resides to make a report. More info at CO's [Adult Protective Services website](#).

New Mexico: If you suspect an adult is being abused, neglected, or exploited, call Adult Protective Services Statewide Intake, toll-free at 1-866-654-3219 or 1-505-476-4912. More info at NM's [Adult Protective Services website](#).

ADDENDUM 2:

Pastoral misconduct: Anyone in the conference can file a formal written complaint for sexual and non-sexual pastoral misconduct that they experience involving a credentialed leader who is part of a Mountain States congregation.

Anyone who wishes to make a formal report can contact the conference minister or ministerial council chair. On Mountain States Mennonite Conference's website, there is a reporting misconduct link under the Resources tab that stays up-to-date.

If there is a complaint against the area conference minister, the National MC USA Office will receive the complaint and facilitate this process rather than the area conference.

When a complaint is received, Mountain States leadership will follow the protocols of [MC USA's misconduct policy](#), which outlines the proper response in detail. A proper response includes support provided to the victim and person accused, a swift investigation with information gathering, and remedial actions to correct the situation, such as a reprimand, counseling, termination, etc.

See Addendum 1 for complaints involving a child or an at-risk elder or adult, which must be reported to law enforcement.