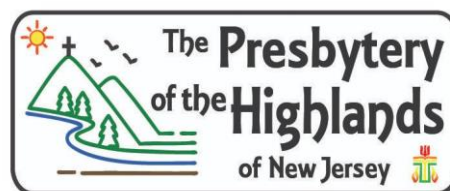


Presbytery of the Highlands of New Jersey



A Code of Ethics for Commission on Ministry (COM) Members

Introduction

The work of the Commission on Ministry (COM) is central to the health and mission of the Presbytery of the Highlands of New Jersey. Members of the COM are entrusted with responsibilities that require confidentiality, fairness, accountability, and integrity. Because of the sensitive nature of COM's work, all members are expected to uphold the highest standards of ethical conduct in order to foster trust within the presbytery and strengthen the ministry of the church.

Purpose

The purpose of this Code of Ethics is to:

- Establish clear expectations for the ethical conduct of COM members.
 - Protect the integrity of the presbytery's decision-making processes.
 - Promote fairness, confidentiality, and accountability in all interactions.
 - Ensure that COM members serve faithfully as representatives of the presbytery, guided by Scripture, the Book of Order, and the Holy Spirit.
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Code of Ethics for COM Members

1. Confidentiality

- I will keep confidential all information and discussions of the COM.
- I will not share this information with colleagues, friends, family members, or others, except as required by law, the Book of Order, or the presbytery.

2. References

- I will not provide references concerning a minister of the word and sacrament or commissioned ruling elder of the presbytery unless I have been listed as a reference by that minister of the word and sacrament or commissioned ruling elder.
- When giving references, I will limit my answers to matters on which I have direct knowledge or that can be substantiated by public record.
- I will not knowingly libel or slander a colleague in ministry.

3. Discretion

- I will exercise discretion in the way I conduct myself as a member of the COM, recognizing the trust placed in me.

4. Fairness

- I will treat all colleagues, congregations, and sessions within the presbytery fairly and equally.

5. Conflicts of Interest

- I will avoid conflicts of interest by recusing myself when matters pertain to my personal interests or those of my congregation.

6. Undue Influence

- I will not use my relationships with other COM members to influence outcomes in matters related to my personal interests or those of my congregation.

7. Accessibility

- I will be reasonably available to Ministers of the Word and Sacrament and session members who seek to share concerns or need to be heard.

8. Respect for COM Decisions

- I will respect the advice, counsel, and decisions of the COM and its staff.
- I will remember that I serve as a representative of the COM, acting only with authority granted to me by the Commission
- I will fairly represent the official position of the COM, and I will not present personal opinions as the position of the commission when they differ.
- I will comply with and be guided by the Book of Order in all matters.

9. Personal Conduct

- I will conduct myself ethically in all ways expected of ministers of the word and sacraments and ruling elders in the Presbyterian Church (U.S.A.)
<https://pcusa.org/resource/standards-ethical-conduct>

Adoption

By affirming this Code of Ethics, members of the Commission on Ministry commit themselves to serving with integrity, fairness, and accountability in support of the mission and ministry of the Presbytery of the Highlands of New Jersey.