**Interim Ministry Code of Ethical Conduct**

**Interim Pastor - [insert name]**

* I accept the Ethical Principles and Guidelines of The Baptist Union of New Zealand (BUNZ)
* I accept the Interim Ministry Code of Ethical Conduct in addition to the BUNZ Ethical Principles and Guidelines.
* I will conduct this assignment in alignment with BUNZ Interim Ministry Guidelines.
* I will minister in alignment with the commitments expressed in the BUNZ Memorandum of Understanding with Pastors
* I will be impartial about the personality and ministry of the former pastor (and if applicable, their family) of the congregation I serve, while at the same time helping persons of the congregation to express, understand, and evaluate their feelings about their relationship with that pastoral leader.
* I will maintain strong professional ties during the assignment with: (1) the staff of the Regional Association and Baptist National Support Centre, and (2) the assigned church, with which I negotiate and fulfil specific interim pastoral duties.
* I will maintain a strong emphasis on participation by the church in the BUNZ, Regional Association and Arotahi (NZ Baptist Missionary Society) life and commitments.
* I will not permit the church I serve as Interim Pastor to consider me as a pastoral candidate unless this decision is first endorsed by both the Regional Leader and BUNZ Leadership Coordination Director (or nominee).
* I will use leave entitlements, allowances and reimbursements responsibly throughout this pastorate so as not to impose an unhelpful financial burden on this church when I leave.
* Upon the completion of my assignment, I will sever my professional relations with the church and will abstain from professional contacts with the congregation without the invitation or consent of their next pastor or the chair of elders.
* Upon leaving this assignment, I will continue upholding the right to privacy for this congregation and all individuals connected to this congregation, ensuring that any illustrations (testimonies, ministry examples etc.) arising from my time with this congregation are shared with future congregations circumspectly and respectfully.

Interim Pastor to sign \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Receiving Church Leadership - [insert church name]**

* We accept the Ethical Principles and Guidelines of The Baptist Union of New Zealand
* We will support the calling and ministry of our Interim Pastor, working generously with them to facilitate an effective season of interim ministry at \_\_\_\_\_\_\_\_\_ Church
* We will not consider, nor invite our Interim Pastor to apply for a permanent pastoral position unless this decision is first endorsed by the Regional Leader and BUNZ Leadership Coordination Director. And neither will we deliberately act, (or not act) to hinder any pastoral search process in order to unnecessarily prolong their pastorate with us.
* We will work closely with the Regional Leader (or their delegate) to:
  + assess and support the effectiveness of this interim ministry
  + promptly attend to any performance or process concerns
  + undertake a robust pastoral search process

On behalf of the Church Leadership: Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**[Insert name] Baptist Association and Baptist Union of New Zealand**

* We will prayerfully and practically support the \_\_\_\_\_\_\_\_ Church leadership and the Interim Pastor as together they lead \_\_\_\_\_\_\_\_ Church through this interim season
* We will not encourage the Interim Pastor to consider themself as a potential pastoral candidate beyond the term of this interim pastorate without first consulting the \_\_\_\_\_\_\_ Church leadership.

On behalf of the [Insert] Baptist Association:   
   
Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

On behalf of The Baptist Union of New Zealand:   
  
Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_

Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\*This Code of Ethical Conduct to be used with (not instead of) the Ethical Principles and Guidelines of the BUNZ.