**Transition Ministry Code of Ethical Conduct\***

**Transition Pastor - [insert name]**

* I accept the Ethical Principles and Guidelines of The Baptist Union of New Zealand
* I accept the Transitional Ministries Code of Ethical Conduct in addition to The Baptist Union of New Zealand Ethical Principles and Guidelines.
* I will conduct this assignment in alignment with The Baptist Union of New Zealand Transition Ministry Guidelines.
* I will minister in alignment with the commitments expressed in The Baptist Union of New Zealand 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 National Support Centre, and (2) the assigned church, with which I negotiate and fulfil specific intentional interim (transition) pastoral duties.
* I will maintain a strong emphasis on participation by the church in Baptist Union of New Zealand, Regional Association and Arotahi (NZ Baptist Missionary Society) life and commitments.
* I will not permit the church I serve as Transitional Pastor to consider me as a pastoral candidate.
* 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.

Transition 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 Transition Pastor, working generously with them to facilitate an effective season of transition ministry at \_\_\_\_\_\_\_\_\_\_ Baptist Church
* We will champion and assist with the transition developmental tasks and encourage our congregation to trust in and participate in the transition process and tasks
* We will not consider, nor invite our Transition Pastor to apply for a permanent pastoral position; and neither will we deliberately act, (or not act) to hinder the transition 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 transition ministry
  + promptly attend to any performance or process concerns
  + and when appropriate undertake the 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 \_\_\_\_\_\_\_\_\_\_ Baptist Church Leadership and the Transition Pastor as together they lead \_\_\_\_\_\_\_\_\_\_\_\_ Baptist Church through this season of transition
* We will not support the consideration of the Transition Pastor as a potential pastoral candidate beyond the term of this transition pastorate

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 Baptist Union of New Zealand.