



Diocese of Nelson Code of Ethics 2026

Date Approved: DD-MM-YYYY Date to take effect: DD-MM-YYYY

Approved By: Standing Committee

Review Date: MM 202X

1. Purpose

All who minister within the Anglican Diocese of Nelson do so as representatives of the Diocese and Bishop of Nelson and of the Anglican Church in Aotearoa, New Zealand and Polynesia. The ministry of the church is subject to significant public scrutiny and licence holders are, rightly, held to higher ethical standards than employees or those who work in other organisations.

This Code of Ethics sets out the standards of behaviour expected of all minister within the Diocese of Nelson under license from the Bishop. It upholds the values of the Christian faith, fostering integrity, compassion, and spiritual leadership in the Anglican tradition.

Note: This document should be read in conjunction with the Diocesan Code of Conduct and Ministry Standards under Title D Canon I.

2. Scope

This **Code of Ethics** applies to:

- all clergy and office bearers within the Diocese
- all lay people who hold a license to minister within the Diocese, its Parishes and related organisations
- senior staff in the Diocese, its Parishes and related organisations.

The **Diocesan Code of Conduct** applies to:

- all employees of the Diocese, including casual, part-time and fixed term staff
- all volunteers with written volunteer agreements
- all individuals contracted to undertake work for the Diocese of Nelson, its Parishes and related organisations
- all clergy and office bearers within the Diocese

Individuals should refer to their employment, volunteer or appointment agreement if they are unsure which of the codes applies to their role.

Where Title D Canon I applies to an individual against whom a complaint has been made then its provisions will take precedence over any Code of Ethics or Code of Conduct process.



3. Agreement

As a representative of the Anglican Diocese of Nelson, I understand that my ministry is a whole of life calling and I agree that:

3.1 I will Uphold the Christian Faith.

I will:

- Publicly and privately uphold the Christian faith, discussing it respectfully and modelling Christ-like behaviour.
- Strive to adhere to the teachings of Christ as received by this Church and defined in its formularies.
- Promote opportunities for others to discover and grow in the Christian faith.
- Advocate for justice, reconciliation, and healing; encourage forgiveness and challenge structures, attitudes and actions that disadvantage people in any way; racially, socially, economically or otherwise.
- Honor Te Tiriti o Waitangi by upholding partnership and bicultural development as described in Te Pouhere / The Constitution of this Anglican Church.
- Be culturally sensitive and avoid imposing personal ideologies on others.
- Where legal obligations and Christian beliefs may conflict, seek guidance through authorised Church and legal channels.

3.2 I will Protect and Care for Others

I will:

- Prioritise the safety and well-being of all, especially the vulnerable.
- Adhere to and promote all Diocesan safeguarding policies and procedures.
- Foster a church culture that prevents abuse and does not cover up misconduct.
- Promptly report any suspicion or allegation of harm to the appropriate authorities and inform the bishop's office.
- Maintain appropriate pastoral boundaries; seek supervision or support if strong personal feelings arise that may affect impartiality.
- Never use a pastoral or leadership situation to pursue or engage in a romantic or sexual relationship.
- Promote faithfulness in marriage and relationships, modelling relationships on the teachings of Christ.
- Use internet, email, and social media responsibly and respectfully, avoiding content or communication that could harm others or undermine the Church's mission.
- Respect the privacy and confidentiality of all personal information entrusted to me, sharing only with informed consent or when required to prevent harm.



3.3 I will demonstrate **Stewardship and Integrity in Ministry**

I will:

- Manage church resources, finances, property, people, and time with honesty and accountability.
- Be truthful, clear, and transparent in all communications.
- Avoid conflicts of interest (real or perceived) and disclose them when they arise.
- Maintain a healthy work-life balance, attending supervision and seeking support to manage stress and personal difficulties.
- Pursue personal and professional development; complete all required training and seek expert advice in complex situations.
- Limit ministry to areas for which I am suitably trained; referring matters beyond my expertise to appropriate professionals.
- Collaborate with ministry colleagues and volunteers, and build collegial relationships with other churches and organisations to advance the Church's mission.

4. Agreement

Our shared commitment to upholding this Code of Ethics ensures that the Church remains a beacon of faith, hope, and love in the community, fostering an environment of trust, respect, and spiritual growth.

If my behaviour or conduct is found to be in breach of this code of ethics, I understand that I may be subject to disciplinary action.

Signed as an acknowledgement that this code of ethics has been received by me, I have had an opportunity to read it and ask questions about it and that I agree to be bound by its terms.

Name:

Signature:

Date: