Code of Conduct

For association gatherings, governance, online forums, and shared ministries

September 2026

Purpose

This code applies to everyone who participates in the **shared life of this association** — assemblies, working groups, regional gatherings, online spaces, training events, and ministries that represent or serve the association publicly.

It does not replace local congregational discipline or define congregational teaching on marriage, sexuality, or leadership. Those matters remain under local discernment within the bounds of our covenant. This code governs **how we treat one another when we gather and work together**.

Our commitment

We are bound to one another in covenant before God. In every association context, we commit to:

- **Dignity** — honour every person as made in the image of God
- **Hospitality** — receive one another with respect and a genuine invitation to participate
- **Safety** — maintain spaces where no person is subject to discrimination, contempt, or degrading treatment
- **Good faith** — presume prayerful integrity among those who hold different views on matters of local discernment
- **Listening** — speak truthfully with humility; listen before judging
- **Repair** — when harm occurs, seek restoration rather than retaliation

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We expect

Participants in association life will:

- **Give full respect and equal voice** to all people regardless of sexual orientation, gender identity or expression (2SLGBTQIA+), race, ethnicity, disability, age, economic circumstance, or life experience, in association gatherings and governance.
- **Invite and respect Indigenous peoples** as neighbours, elders, leaders, and treaty partners — not as guests in their own lands; honour self-determination in how Indigenous participants engage. This could include acknowledging the territories where we gather and letting land and treaty awareness shape our worship and decisions.
- **Make room for faithful disagreement** on matters where congregations discern differently locally, without contempt toward those who differ
- **Refuse to use association platforms** to campaign against, shame, or pressure congregations for their local practice on marriage, leadership, or teaching
- **Care for creation** as a required dimension of our common life, not an optional add-on
- **Report concerns promptly** when this code may have been violated

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We do not permit

In order to actively promote respect and mitigate abuse of power and abuse of the vulnerable, in any association context, the following will not be tolerated:

- Discrimination, contempt, degrading speech, or exclusion based on who someone is
- Harassment, bullying, threats, or intimidation — in person or online
- Sexual harassment or unwelcome sexual attention
- Racist, anti-gay, anti-trans , or otherwise hateful conduct
- Tokenism, paternalism, or pressure on Indigenous participants to conform to settler-church norms

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- Misappropriation of Indigenous teachings, ceremonies, or symbols without invitation
- Retaliation against anyone who raises a concern in good faith
- **Punitive action by the association** against a congregation, ministry, or leader solely for faithful local affirming practice *or* solely for faithful local traditional practice — when both remain in covenant with this code

Local teaching offered without contempt is not a violation of this code. Teaching or conduct that expresses contempt, denies dignity, or creates unsafe association spaces **is** a violation.

When harm occurs

We pursue accountability in a spirit of restoration:

1. **Direct conversation** — parties speak together when safe and appropriate
2. **Facilitated listening** — a neutral facilitator helps clarify facts and impact
3. **Association response** — if contempt, discrimination, harassment, or persistent harm has occurred, the association may require repentance, education, temporary limitation of roles, or — in cases of ongoing harm — removal from association participation

Removal is reserved for **behaviour that violates dignity and safety in shared life**, not for faithful local discernment on marriage, leadership, or teaching within the bounds of our covenant.

To raise a concern, contact: _____

(association contact — to be assigned)

Scope note

This code governs	**This code does not govern**
Association assemblies and gatherings	Congregational worship and sacraments
Governance bodies and working groups	Local ordination and marriage policy
Official online forums and communications	Congregational teaching in local context
Ministries representing the association publicly	Private relationships outside association life

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