

Boundaries and Ethics Policy

Holston Presbytery, PC(USA)

Preamble

... As [God] who called you is holy, be holy yourselves in all your conduct;

... Tend the flock of God that is in your charge, ...

not under compulsion but willingly, ...

not for sordid gain but eagerly. ...

Do not lord it over those in your charge, but be examples to the flock.

... You know that we who teach will be judged with greater strictness.

1 Peter 1:15; 5:2-3; James 3:1, NRSV

As a member of the Presbyterian Church (U.S.A.), in obedience to Jesus Christ, I accept Christ's call to be involved responsibly in the ministry of the church, confirm that Jesus Christ is the pattern for my life and ministry and, relying on God's grace, commit myself to the following standards of ethical conduct.

I

I will conduct my life in a manner that is faithful to the gospel and consistent with my membership in the Presbyterian Church (U.S.A.). Therefore I will:

1. Practice the disciplines of study, prayer, reflection, worship, stewardship, and service;
2. Be honest and truthful in my relationships with others;
3. Be faithful, keeping the covenants I make and honoring marriage vows;
4. Treat all persons with equal respect and concern as beloved children of God;
5. Maintain a healthy balance among the responsibilities of my life's work and church membership, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
6. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs;
7. Refrain from gossip and abusive speech; and
8. Maintain an attitude of repentance, humility, and forgiveness, responsive to God's reconciling will.

II

I will conduct myself within the Presbyterian Church (U.S.A.) so that nothing need be hidden from siblings in Christ. Therefore I will:

1. Bear witness to the gospel of Jesus Christ with courage, speaking the truth in love;
2. Honor the sacred trust of relationships within the covenant community and observe appropriate boundaries;
3. Be judicious in the exercise of the power and privileges of positions of responsibility I hold;
4. Avoid conflicts of interest that might compromise my witness and relationships within the community of faith;
5. Refrain from exploiting relationships within the community of faith for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;

6. Respect the privacy of individuals and not divulge information obtained in confidence without express permission unless an individual is a danger to self or others;
7. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;
8. Claim only those qualifications actually attained, give appropriate credit to others where due and observe copyrights;
9. Be a faithful steward of and fully account for funds and property entrusted to me; and
10. Accept the discipline of the church.

III

I will participate as a partner with others in the ministry and mission of the Church universal.

Therefore I will:

1. Participate in the mission and governance of the Presbyterian Church (U.S.A.) and work for the unity of the holy catholic church;
2. Show respect and provide encouragement for siblings in Christ;
3. Recruit church members responsibly, respect existing congregational relationships and refrain from exploiting persons in vulnerable situations; and
4. Cooperate with those working in the world for justice, compassion, and peace, including partners in ministry of other faith traditions.

As an employee or volunteer in an entity, council, or congregation associated with the Presbyterian Church (U.S.A.), I commit myself to the following standards of ethical conduct.

I

I will conduct my life in a manner that will support the ministry of my workplace. Therefore I will:

1. Be honest and truthful in my relationships with others;
2. Treat all persons with equal respect and concern;
3. Maintain a healthy balance among the responsibilities of my position, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
4. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs; and
5. Refrain from gossip and abusive speech.

II

I will conduct myself at my workplace in a manner that will support its ministry. Therefore I will:

1. Honor relationships within the workplace and observe appropriate boundaries;
2. Be judicious in the exercise of the power and privileges of my position;
3. Avoid conflicts of interest that might compromise the effectiveness of my work;
4. Refrain from exploiting relationships within the workplace for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;
5. Respect the privacy of individuals and not divulge information obtained in confidence without express permission unless an individual is a danger to self or others;
6. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;
7. Claim only those qualifications actually attained, give appropriate credit for all sources used in papers, music, and presentations, and observe copyrights;
8. Observe limits set by the appropriate council for honoraria;

9. Deal honorably with the record of my predecessor and, upon leaving a position, speak and act in ways that support the work of my successor;
10. Be a faithful steward of and fully account for funds and property entrusted to me;
11. Accept the appropriate guidance of those to whom I am accountable;
12. Participate in continuing education and seek the counsel of mentors and professional advisors;
13. Show respect and provide encouragement for colleagues; and
14. Cooperate with persons of other faith traditions.

As an ordained deacon, ruling elder, or minister of the word and sacrament / teaching elder in the Presbyterian Church (U.S.A.), in obedience to Jesus Christ, under the authority of Scripture and guided by our Confessions, I affirm the vows made at my ordination, confirm that Jesus Christ is the pattern for my life and ministry and, relying on God's grace, commit myself to the following standards of ethical conduct.

I

I will conduct my life in a manner that is faithful to the gospel and consistent with my public ministry. Therefore I will:

1. Practice the disciplines of study, prayer, reflection, worship, stewardship, and service;
2. Be honest and truthful in my relationships with others;
3. Be faithful, keeping the covenants I make and honoring marriage vows;
4. Treat all persons with equal respect and concern as beloved children of God;
5. Maintain a healthy balance among the responsibilities of my office of ministry, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
6. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs;
7. Refrain from gossip and abusive speech; and
8. Maintain an attitude of repentance, humility, and forgiveness, responsive to God's reconciling will.

II

I will conduct my ministry so that nothing need be hidden from a council or colleagues in ministry. Therefore I will:

1. Preach, teach, and bear witness to the gospel of Jesus Christ with courage, speaking the truth in love;
2. Honor the sacred trust of relationships within the covenant community and observe appropriate boundaries;
3. Be judicious in the exercise of the power and privileges of my office and positions of responsibility I hold;
4. Avoid conflicts of interest that might compromise the effectiveness of my ministry;
5. Refrain from exploiting relationships within the community of faith for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;
6. Respect the privacy of individuals and not divulge information obtained in confidence without express permission, unless an individual is a danger to self or others;
7. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;

8. Claim only those qualifications actually attained, give appropriate credit for all sources used in sermons, papers, music, and presentations, and observe copyrights;
 9. Refrain from incurring indebtedness that might compromise my ministry;
 10. Be a faithful steward of and fully account for funds and property entrusted to me;
 11. Observe limits set by the appropriate council for honoraria, personal business endeavors, and gifts or loans from persons other than family;
 12. Accept the discipline of the church and the appropriate guidance of those to whom I am accountable for my ministry;
 13. Participate in continuing education and seek the counsel of mentors and professional advisors;
 14. Deal honorably with the record of my predecessor and upon leaving a ministry or office speak and act in ways that support the ministry of my successor;
 15. **Participate in the life of a ministry setting I left or from which I have retired only as directed by presbytery;
 16. **Provide pastoral services for a congregation I previously served only as directed by the presbytery and provide pastoral services to members of other congregations only with the consent of their pastors; and
 17. **Consult with the committee on ministry in the presbytery of my residence regarding my involvement in any ministry setting during my retirement.
- ** These standards apply only to minister of word and sacrament and to commissioned lay pastors when they are performing pastoral functions.

III

I will participate as a partner with others in the ministry and mission of the Church universal.
Therefore I will:

- Participate in the mission and governance of the Presbyterian Church (U.S.A.) and work for the unity of the holy catholic church;
- Show respect and provide encouragement for colleagues in ministry;
- Recruit church members responsibly, respect existing congregational relationships, and refrain from exploiting persons in vulnerable situations; and
- Cooperate with those working in the world for justice, compassion, and peace, including partners in ministry of other faith traditions.

The ethical and responsible conduct of all who minister in the name of Jesus Christ is of vital importance to the church because through these representatives an understanding of God and the gospel's good news is conveyed. "Their manner of life should be a demonstration of the Christian gospel in the church and in the world" (*Book of Order*, G-2.0104).

The basic principles guiding this policy are as follows:

- A. Professional misconduct is a violation of the rule that those who are called to leadership roles in the church are called upon to exercise integrity, sensitivity, and caring in a trust relationship. Professional misconduct breaks the covenant to act in the best interests of those whom the church serves.
- B. Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relationship to gain advantage over another for personal pleasure in an abusive,

exploitative, and unjust manner. If the person being served initiates or invites sexual content in the relationship, it is the responsibility of the person providing service to maintain the appropriate role and prohibit a sexual relationship.

C. Sexual misconduct is often perpetrated against persons who are less able to protect themselves, including children. It is antithetical to the gospel call to work as God's servant in the struggle to bring wholeness to a broken world and violates the mandate to protect children and others from harm.

D. Children and youth are vulnerable to more than the risk of sexual exploitation and abuse by adults or peers. Physical and emotional abuse or neglect are also grievous violations of the scriptural command to "Tend the flock of God that is in your charge." The church must be safe for children before it can offer *shalom* to all persons entrusted to its care.

I. APPLICABILITY

A. Scope. Except as otherwise expressly provided, this policy governs all activities, proceedings, meetings, retreats, worship services and other functions of any kind carried on by Holston Presbytery or on any of its property.

B. Persons Governed by Policy. This policy governs all staff and volunteers who are employed by or engaged in any activity or function carried on by Holston Presbytery. This policy also governs Ministers of Word and Sacraments who are members of the Presbytery, ministers from other denominations serving in positions within the Presbytery bounds, commissioned local pastors serving under the jurisdiction of the Presbytery, certified Christian educators, certified associate Christian educators, and ministerial inquirers and candidates. In addition, the Safe Space Standards apply to all persons or groups participating in Presbytery events.

C. Congregations in Holston Presbytery. This policy shall not apply to the activities and functions carried on by congregations in the Presbytery, except to the extent that such activities or functions are engaged in by a person who is governed by the policy as provided in Subsection B, above. Sessions are required by the Book of Order to adopt and implement sexual misconduct and child protection policies that apply to persons and activities within their congregations (G-3.0106).

II. DEFINITIONS

A. Accused. The person against whom an accusation of sexual misconduct or child abuse or neglect is being made.

B. Accuser. The person claiming knowledge of sexual misconduct or child abuse or neglect by a person covered by this policy. The accuser may or may not be the victim of the alleged sexual misconduct, child abuse or neglect.

C. Activity. A program or event sponsored by or under the control of Holston Presbytery.

D. Child. Any person under the age of eighteen years.

E. Emotional Abuse. Unusually harsh, offensive, or insensitive conduct toward another person that causes or is likely to cause emotional distress.

F. Mandated Reporter. Any person required by law to report to the appropriate state agency all suspected incidents of child abuse or neglect that come to his or her attention.

G. Misuse of Technology. The use of technology that results in the harassing or abusing of any person.

H. Neglect. The failure of a parent or responsible caretaker to provide adequate supervision, food, clothing, shelter, medical care, education or other basic necessity to a child or an adult without the mental capacity to consent.

I. Parent. A parent or legal guardian of a child who is participating in an activity.

J. Physical Abuse. Any act that results in non-accidental injury to another or involves harmful, potentially harmful, or offensive touching of another.

K. Holston Presbytery or Presbytery. A mid-council of the Presbyterian Church (U.S.A.); for purposes of this policy, the term 'Holston Presbytery' shall include any corporation controlled by the Presbytery through which the Presbytery employs staff and carries on its programs and activities.

L. Presbytery Property. Property owned or controlled by the Presbytery.

M. Response. The action taken by the appropriate Presbytery staff or entity when a report of sexual misconduct or child abuse or neglect is received.

N. Sexual Abuse. Any offense involving sexual conduct in relation to:

1. any person under the age of eighteen years or anyone over the age of eighteen years without the mental capacity to consent; or
2. any person when the conduct includes force, threat, coercion, intimidation, or misuse of office or position (D-10.0401c).

O. Sexual Harassment. Conduct that includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, tormenting based on gender, and other verbal, visual or physical conduct of a sexual nature. In particular, sexual harassment occurs if:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or of his or her participation in Holston Presbytery activities;
2. submission to or rejection of such conduct by an individual is the basis for employment decisions or other Presbytery-related decisions affecting that individual;
3. such conduct has the purpose or effect of interfering with an individual's work performance or participation in Holston Presbytery activities by creating an intimidating, hostile, or offensive environment; and/or
4. such conduct, regardless of its intention, is objected to by the person at whom it is directed.

P. Sexual Misconduct. Any sexual abuse of children or adults and/or any sexual harassment or other conduct that violates the PCUSA *Standards of Ethical Conduct* (1998).

Q. Social Media. Social media are web-based and mobile technologies, which allow people to share, express themselves and interact with one another.

R. Staff Member or Employee. A person employed by or contracted with Holston Presbytery.

S. Victim. A person who has allegedly suffered an act of sexual misconduct or physical or emotional abuse, or a child or an adult without mental capacity to consent who has allegedly suffered neglect.

T. Volunteer. A person who provides services for the Presbytery and/or its entities and receives no benefit or remuneration.

U. Volunteer Congregation Member. A member of a congregation, non-ordained employee of a congregation, or other congregational participant in a Holston Presbytery event or activity whose role may include leadership or representation of a congregation or its participant members.

III. SAFE SPACE STANDARDS

A. Purpose. Child abuse and neglect is a serious problem in our society and, unfortunately, within the Christian community. As people entrusted with the lives of children, we believe that we have a profound moral and legal obligation to prevent abuse and neglect from happening to and promote the health and safety of the children who participate in activities of Holston Presbytery.

B. Safe Space Standards

1. Two-deep leadership. At least two unrelated (not spouses or from the same family) adults are required to provide leadership for all trips and outings. Appropriate adult leadership must be present for all overnight activities; coed overnight activities require male and female leadership, both of whom must be adults, and must have completed all required training and screening.

2. Adult-Child Ratios. In addition to having a minimum of two adult leaders for each event, the following ratios of adults to children shall be maintained:

Youth Age	Adult	Overnight Events	Day Events
4-5 years	1	5 children	6 children
6 – 8 years	1	6 children	8 children
9 – 14 years	1	8 children	10 children
15 – 18 years	1	10 children	10 children

3. Two-Years-Older. All staff and other leadership must be at least 24 months older than the oldest child participating in the activity.

4. No one-on-one contact. One-on-one contact between adults and children is not permitted. In situations that require personal conferences, such as pastoral counseling, the meeting is to be conducted in view of other adults and children.

5. No one-on-one digital or electronic contact. Any adult who is an employee of the Presbytery or who is working on behalf of Holston Presbytery as a volunteer will communicate with any minor with whom they have contact through Presbytery sponsored events only through the “Remind” application (or similar application) and will include the parents/guardians of minors in all such communications. No adult who is an employee of the Presbytery or who is working on behalf of Holston Presbytery as a volunteer will use the cell phone number of a minor for any communication.

6. Separate accommodations. When engaged in overnight activities, adult supervision is required in the sleeping accommodations and the adult – child ratio as stated in paragraph IV.B.2. above will be followed. Separate shower and bathroom facilities must be available for males and females. When separate facilities are not available, separate times for male and female use should be scheduled and posted for showers. Likewise, children and adults must shower at different times.

7. Respect of privacy. Adults must respect the privacy of children in situations such as changing clothes and taking showers, and intrude only to the extent that health and safety require.

8. Alcohol, tobacco, and controlled substances. The use of alcoholic beverages and controlled substances shall not be permitted by any person at any time during Holston Presbytery activities involving children.

9. Cameras, imaging, and digital devices. It is inappropriate to use any device capable of recording or transmitting visual images in shower houses, restrooms, or other areas where privacy is expected by participants. Any transmission of sexually explicit photographs or videos electronically and any “Sexting” by cell phones is strictly prohibited.

10. Hazing prohibited. Hazing and initiations are prohibited and shall not be included as part of any activity.

11. Bullying prohibited. Verbal, physical, and cyber bullying are prohibited.

12. Use of social media. Appropriate boundaries shall be maintained on social media.

13. Environmental Safety. Holston Presbytery events shall be conducted so as to minimize the risk of accidental injury. Necessary protective gear, such as life jackets, shall be provided.

14. Group responsibilities. Adult leaders of group activities are responsible for monitoring the behavior of youth members and for interceding when necessary. Parents of youth participants who misbehave shall be informed and appropriate disciplinary measures shall be taken.

15. Covenant of Christian Community. A covenant agreement (Appendix C) must be signed by all persons, adult, or child, participating in any Holston Presbytery event and also by the parents of any child participating in the event.

IV. PREVENTION

A. Screening.

1. Reference checks. Except for volunteer congregation members who are certified by their congregation as provided in paragraph IV.A.4. below, all persons governed by this policy shall have reference checks.

2. Background checks. Except for volunteer congregation members who are certified by their congregation as provided in paragraph IV.A.4. below, criminal background checks and sex offender reviews will be performed on all persons governed by this policy. Other background checks, such as motor vehicle record reports and credit reports, will be performed as needed.

3. Transportation. All persons providing transportation must provide a copy of their drivers' license and a copy of their insurance card to the person in charge of the activity. Any professional transportation provider should be bonded and provide proof of insurance.

4. Volunteer congregation members. Prior to their participation in any Presbytery event or activity, background checks on a volunteer congregation member shall be performed by a staff member or ruling elder of that person's congregation. The congregation must certify that the volunteer congregation member has passed the congregation's background check. As a minimum standard, volunteer congregation members shall be known to the congregation for at least one year.

5. Additional Checks. Any person attending an activity and/or any volunteer congregation member may, at the discretion of the person in charge of the activity or the Executive Presbyter, be asked to undergo any or all of the Presbytery screening procedures outlined above.

6. Responsibility for reference and background checks. The Presbytery shall be responsible for all applicable reference checks and shall maintain appropriate records. All records shall be strictly confidential and may be shared only on a need-to-know basis.

B. Education and Training.

1. Distribution of policy. The Presbytery shall make copies of this policy available to all persons who are governed by it.

2. Detecting and Reporting Abuse.

- Those working with children will be trained to recognize the signs and symptoms of neglect and of physical and sexual abuse prior to working with children.
- Training will be given regarding procedures to follow when an incident of suspected abuse, neglect, or misconduct is to be reported.

3. Workshops and Seminars

- a. Holston Presbytery will sponsor boundary training opportunities each year on the recognition and prevention of sexual misconduct, ethical misconduct, and the appropriate use of social media, financial boundaries, and other boundary related topics as appropriate.
- b. Persons governed by this policy are required to attend approved boundary training every 36 months. New minister members of Holston Presbytery are required to show proof of having completed an approved boundary training event within the first year of their arrival and beginning service within the Presbytery's bounds.
- c. Any honorably retired Minister of Word and Sacrament who is no longer engaged in the exercise of ordered ministry may request a permanent waiver. If the minister member re-engages in ministry, it is the responsibility of the minister member to inform the presbytery and update his/her boundary training certification.
- d. Any Minister of Word and Sacrament who cannot participate in boundary training for health or other personal reasons, may request a medical or temporary waiver of the boundary training requirements from the Presbytery. This waiver must be renewed annually and will not be renewed more than two consecutive years.
- e. Minister of Word and Sacrament members governed by this policy who fail to comply with the training requirements will be subject to administrative and/or disciplinary action within the authority of the COM and the Book of Order, as follows:
 - a. Non-renewal of any temporary pastoral relationship covenant;
 - b. Removal from the presbytery pulpit supply list;
 - c. Notification of lack of compliance to the Clerk of Session of a congregation the Minister of Word and Sacrament is currently serving;
 - d. Notification of lack of compliance in any Executive Presbyter reference check with another presbytery during a search for a new call;
 - e. Other administrative and/or disciplinary action permissible within the Constitution of the PCUSA.

V. RESPONSE TO INCIDENT

A. Immediate Safety. Anyone who suspects sexual, physical, or other abuse shall immediately provide for the safety of the alleged victim(s) involved.

B. Reporting the Incident.

1. Initial Report. Anyone who suspects sexual abuse, ethical misconduct, or any other form of abuse or neglect, shall report the incident immediately to the Executive Presbyter, to the person in charge of the activity, and to the appropriate authorities within the state protective services (see Appendix A).

2. Notification of Parent or Guardian. If the victim of the alleged abuse is a child, the Executive Presbyter shall inform the child's parent or guardian of the incident and any action that has been taken as soon as possible.

C. Suspension/Administrative Leave. After receiving the initial report, the Executive Presbyter shall determine whether the alleged abuser's employment or volunteer service should be suspended or restricted pending further investigation.

D. Church Disciplinary Proceedings. If the accused is subject to the jurisdiction of the Presbyterian Church (U.S.A.) and reasonable cause exists to believe that an offense has occurred, the Executive Presbyter shall commence disciplinary proceedings against the accused under the Rules of Church Discipline.

E. Investigation. The person or persons making the initial report shall not conduct an investigation of the incident but shall take all necessary steps to ensure the immediate safety of the alleged victim.

F. Pastoral care and professional counseling. The Executive Presbyter shall report any alleged incident of sexual misconduct to the stated clerk and moderator of the Presbytery, for the formation of an investigating committee as detailed in the Rules of Church Discipline.

G. Confidentiality. Because the accused is presumed innocent until proven guilty, care will be taken to protect confidentiality. While the incident is being investigated, all persons with knowledge of the incident shall maintain strict confidentiality and shall share information with others only as requested or permitted by the Executive Presbyter or as required by mandated reporting laws.

APPENDIX A Reporting Abuse in Tennessee

State Protection Statutes

Holston Presbytery and all those who are governed by this policy declare the intent to follow Tennessee State Law regarding child protection statutes, as detailed in §§37-1-604 — 37-1-615 and administered by the Department of Children’s Services (DCS); as well as adult protective statutes, as detailed in T.C.A. 71-6-103 and administered by the Department of Human Services (TNAPS).

Mandated Reporters

Mandated reporters are required by the applicable child and adult protection statute to report to state authorities when they have reasonable cause to suspect that abuse or neglect may have occurred. In Tennessee, **everyone** is a mandated reporter. Failure to report abuse is a violation of state law and a Class A misdemeanor, carrying a sentence of up to three months imprisonment, a fine, or both. The reporter has the right to remain confidential and anonymous.

Abuse Hotlines

Anyone who has reasonable cause to suspect abuse or neglect is required to immediately report to DCS or TNAPS. The initial report is made by calling the Child Abuse Hotline or submitting a report online.

DCS Online Reporting: <https://carat.app.tn.gov/carat/>

TN Child Abuse Hotline: 1-877-237-0004

TN Elder Abuse Hotline: 1-888-277-8366

National Child Abuse Hotline: 1-800-422-4453

1-800-4-A CHILD

If the situation concerns a life-threatening emergency, please call 911 immediately.

APPENDIX B

TO ALL YOUTH PARTICIPANTS, LEADERS, AND PARENTS:
PLEASE READ CAREFULLY YOUTH AND ADULT PARTICIPANTS

YOUTH LEADERS: Be sure each person has completed this Covenant.
Please bring these forms to the registration table at the retreat.

Name of Participant (please print): _____

Church _____

THE COVENANT

At this gathering, we will be doing our best to live together as a family in Christian community. Family life is based on love, respect, trust, support, and on spending time together. To create and maintain this relationship of family and community, each person agrees to the following covenant:

1. As members of different congregations, we will welcome every individual as a person deserving of trust and respect. Bringing our different congregational families together calls us to be caring and sensitive to our differences and open to making new friends.
2. As guests of the congregation and mission partners, each person is to abide by the congregation's/mission partner's guidelines for conduct and respect their wishes regarding care of their property. At our mission projects and retreats there will be no smoking, no alcoholic beverages, no illegal drugs, and no inappropriate sexual behavior.
3. As a participant of this planned event, each person is expected to attend all scheduled activities and to follow the instructions of adult leaders. Adult leaders are responsible for helping all youth keep the covenant and are expected to keep it themselves.

I recognize that I am joining this Christian family and community. I agree to abide by this covenant while I am a member of this community. I understand that if I break this covenant, I may be sent home at my parent's expense and my congregation's session may be notified.

Signature of Participant: _____

TO BE SIGNED BY PARENT/GUARDIAN (for any participant under age 18 at the time)

I have read the Presbytery Retreat Covenant and I understand that if my child breaks the covenant and a decision is made to send him/her home, it will be at my expense.

Signature of Parent/Guardian: _____ Date: _____

**BOUNDARIES AND ETHICS POLICY COVENANT -
FOR ALL MINISTERS OF THE WORD AND SACRAMENT MEMBERS, RULING
ELDERS AND VOLUNTEERS AFFILIATED WITH HOLSTON PRESBYTERY**

As a member of the Presbyterian Church (U.S.A.):

I will conduct my life in a manner that is faithful to the gospel and consistent with my membership in the Presbyterian Church (U.S.A.).

I will conduct myself within the Presbyterian Church (U.S.A.) so that nothing need be hidden from siblings in Christ.

I will participate as a partner with others in the ministry and mission of the Church universal.

As an employee or volunteer in an entity, council, or congregation associated with the Presbyterian Church (U.S.A.):

I will conduct my life in a manner that will support the ministry of my workplace.

I will conduct myself at my workplace in a manner that will support its ministry.

As an ordained deacon, ruling elder, or minister of the word and sacrament in the Presbyterian Church (U.S.A.):

I will conduct my life in a manner that is faithful to the gospel and consistent with my public ministry.

I will conduct my ministry so that nothing need be hidden from a council or colleagues in ministry.

I will participate as a partner with others in the ministry and mission of the Church universal.

Persons governed by this policy are required to attend approved boundary training every 36 months. New minister members of Holston Presbytery are required to show proof of having completed an approved boundary training event within the first year of their arrival and beginning service within the Presbytery's bounds. Any Minister of Word and Sacrament who cannot participate in boundary training for health or other personal reasons, may request a medical or temporary waiver of the boundary training requirements from the Presbytery. This waiver must be renewed annually and will not be renewed more than two consecutive years.

This is to certify that I have received the "Boundaries and Ethics Policy" and have agreed to and accepted the terms as stated above in this policy and will comply with the presbytery boundary training requirements.

Signature

Printed Name

Date of Acceptance: _____

Record of this document is to be kept by the Stated Clerk of Holston Presbytery.