Morningside United Methodist Church
Leadership Code of Ethics

Morningside United Methodist Church Mission Statement

Morningside United Methodist Church is called to nurture genuine Christian faith and love through our identity in Christ, with our unique heritage, to serve our immediate and greater community, to glorify God.

Morningside UMC is called to nurture
Morningside UMC is dedicated to providing a place of worship and a community that encourages spiritual and interpersonal growth.

genuine Christian faith and love
We emphasize holistic Christian living on a daily basis using the Bible, tradition, experience and reason as our guide. Through critical examination of all aspects of our lives, we challenge ourselves, and one another, to live out authentic Christian faith and love.

through our identity in Christ
With Christ as our foundation we are united in our faith, in the life, death, and resurrection of Jesus Christ who commands us to love God and one another.

with our unique heritage
Morningside UMC was founded by first generation Korean Americans for succeeding generations as a Christian community uniquely shaped, enriched, and strengthened by its cultural heritage. Over time, Morningside UMC has evolved to encourage lay participation and welcomes all people.

to serve our immediate and greater community, to glorify God.
We are Christians not only for ourselves but also for the entire world. In response to God's grace we are compelled to share God's love through prayer, raising awareness of mercy and justice needs, and action. We seek to serve our neighbors, both near and far, in New York City and the world.

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It is our goal to continue the work begun when Morningside United Methodist Church (UMC) was first formed as E.L.M., desiring that everyone will know the joy of the Christian life, the blessings of fellowship with Christ, and the warmth of God's family. As staff and volunteers of this congregation, it is our privilege and call to help lead people in fulfilling the Morningside UMC Mission Statement. To do so, it is imperative that we exemplify the highest standards of the Christian life. To that end, we agree to abide by the following ethical standards and practices.

A. Personal Integrity

A personal commitment to integrity in all circumstances benefits each individual, as well as the church. Each employee, committee member and/or volunteer of Morningside UMC should:

- Respect and seek out the truth and avoid misrepresentation.
- Ensure fairness and objectivity in all activities.
- Set an example, as an employee or representative of our church, for high standards and morals.
- Honor the right of privacy of all people, including congregants, volunteers and co-workers.

B. Professional Excellence

As an employer, Morningside UMC promotes professional excellence and encourages open and honest communication among all employees, committee members and volunteers to create an atmosphere conducive to personal growth and Christian development.

It is the joint responsibility of the Pastor and the SPRC Committee to encourage employee and volunteer development; communicating with employees and volunteers to help them achieve their goals and increase their self-esteem through job / role enrichment and satisfaction.

All Morningside UMC employees, committee members and volunteers have the responsibility to:

- Strive to meet performance standards at the highest level.
- Refuse to engage in or tolerate any fraud or misuse of our Church resources.
- Comply with all legal requirements concerning substance abuse.
- Discuss any questions concerning interpretations or compliance with this Leadership Code of Ethics or the Morningside UMC Code of Conduct with the Pastor or Chair of the SPRC.
- Refuse to engage in or tolerate in others any form of sexual harassment.
- Endeavor to deal fairly with Morningside UMC′s congregants, suppliers and employees.

You should not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other intentional practice in connection with Morningside UMC′s business.

C. Responsibilities Of Volunteers

Volunteers who serve Morningside UMC and the congregation through its Council, Board of Trustees, Committees or as other volunteers are crucial in the furtherance of our great mission. It is imperative that they represent Morningside UMC with the highest of Christian standards.

- Volunteers should review this Leadership Code of Ethics and the Morningside UMC Code of Conduct of the Morningside UMC and ensure that they adhere to the spirit of these codes when making policies or otherwise managing the affairs of our Church.
- No volunteer should knowingly take any action or make any statement intended to influence the conduct of Church members or committee members in such a way as to confer any personal financial benefit for the volunteer, his or her immediate family, etc.
- In the event that there comes before the Council, Board of Trustees or Finance Committee a matter for consideration or decision that raises a potential conflict of interest for any member, the member shall disclose the conflict of interest as soon as he or she becomes aware of it and abstain from voting in connection with the matter; the disclosure and abstention shall be recorded in the minutes of the meeting.

D. Donor Relations

Morningside UMC has responsibilities to our donors who have placed faith in our church. It is the responsibility of our employees, committee members and volunteers not to violate our donors' trust and, where applicable, they should:

- Make full and fair disclosure to donors, who have a right to know how their dollars are spent.
- Spend the donor's money wisely, efficiently and objectively.
- Always be mindful of the designation of the contribution by the donors.

E. Confidential Information

Confidentiality is a hallmark of professionalism. Each Morningside UMC employee, committee member and volunteer should commit to ensure that all information which is confidential or privileged or which is not publicly available is not disclosed inappropriately.

F. Reportability

We must all ensure prompt and consistent action against violations of this Code. Employees, committee members and volunteers are encouraged to contact the Pastor, Chair of Council or Officers of the Board of Trustees about observed unethical behavior or violations of this Code. Any claim of a possible violation may be made anonymously, and all claimants shall be provided confidentiality to the extent practicable in the handling of the potential violation. Employees, committee members and volunteers are expected to cooperate in investigations of misconduct.

G. Criminal Activity

If any employee, committee member or volunteer learns of or suspects any potentially criminal activity involving financial transactions by employees or volunteers, he or she is required to promptly report the matter to the Pastor and the President of the Board of Trustees. Employees, committee members or volunteers who have been convicted of a criminal offense involving an act of violence, sexual misconduct, dishonesty or breach of trust or financial misconduct, or have agreed to enter into a pretrial diversion or similar program in connection with a prosecution for such offense, may be subject to immediate dismissal from employment or volunteer service.

H. Code Administration

This Code shall be administered by the Pastor, who shall act as the Compliance Officer of the Church. Church employees, committee members and volunteers are encouraged to seek guidance regarding the application or interpretation of this Code from the Pastor and are expected to cooperate fully in any investigation of any potential violation of this Code.

I. Violations

Any violations of this code can result in counseling, reprimand, or dismissal.

J. Affirmation Policy

All employees, committee members and volunteers serving on Morningside UMC's Council and Board of Trustees, and all incoming members of any Committee represented on the Council, should receive a copy of the Code of Ethics, and should sign the attached Acknowledgment Form noting that they have read and understood the aforementioned.

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Leadership Code of Ethics

Acknowledgment Form

I, _____, have received and read a copy of the Morningside United Methodist Church Leadership Code of Ethics, which outlines the policies, guidelines and expectations of Morningside United Methodist Church for all employees, committee members and volunteers.

I have familiarized myself with the contents of this Leadership Code of Ethics. By my signature below, I acknowledge, understand, accept and agree to comply with the information contained in the Leadership Code of Ethics provided to me by the Morningside UMC Council. I understand this Leadership Code of Ethics is not intended to cover every situation which may arise during my employment or volunteer service, but is simply a general guide to the goals, policies, practices and expectations of Morningside UMC.

I understand that the Morningside UMC Leadership Code of Ethics is not a contract of employment and should not be deemed as such.

_____
(Employee or Volunteer signature)

Please return by: _____
(put date here)