
ETHICS AND BOUNDARY TRAINING

For Rostered and Lay Leaders in the UNYS - ELCA

Ethical conduct is foundational to the role of clergy and leaders, as it shapes the integrity and effectiveness of their spiritual guidance. Navigating the complexities of modern life, clergy members and lay leaders are tasked with making decisions that not only align with their moral compass but also resonate with the diverse needs and values of their congregations.

Ethical behavior in this context is not just about adhering to a set of rules; it's about fostering trust, demonstrating respect, and embodying our faith principles in every interaction. This commitment to ethics enhances one's ability to lead, inspires confidence among community members, and sets a positive example for all. As such, ongoing training and reflection on ethical principles and boundaries are essential for clergy to maintain this crucial aspect of their ministry.

Rostered and Synod Authorized Minister Ethics and Boundaries Course

It is the expectations of active Rostered Ministers, retired Rostered Ministers and Synod Authorized Ministers to complete a [certificate program](#) in Clergy Ethics and Congregational Boundaries at least once every three-years. Rostered and Synod Authorized Ministers seeking a change of call or contract are expected to have completed a certificate program within the 12-months prior to transition.

The Upstate New York Synod has partnered with [SAFE Gatherings](#) to provide a 2-hour, 7-module course that addresses common predicaments posed by ministry life. Modules include scenarios for deeper reflection. A certificate of completion is presented upon successful passing of the final exam.

The [course](#) is \$29 and can be purchased [here](#).

Once you have completed the [course](#), please [email](#) the [Synod Office](#) your certificate. If you have completed a similar boundaries and ethics course in the last three years you may submit your certification to the [Synod Office](#) via [email](#).

New York State Sexual Harassment Prevention Training

New York State Law requires that all employers in New York State establish a sexual prevention policy and provide sexual harassment prevention training for all employees each year.

This training can be completed at no cost through New York State and New York City resources online, as well as through independent Human Resources contractors and other partnering agencies. Employers are encouraged to keep a copy of training records on file. These records may be helpful in addressing any future complaints or lawsuits.

[Sexual Harassment Prevention Employer Toolkit - NYS](#)

[Free Sexual Harassment Prevention Training with Certificate](#)

Anti-Racism Training

We are called as the church to confess the sin of racism, condemn the ideology of white supremacy, and strive for racial justice and peace. Beyond statements and prayers, we are also called to act and respond to injustice.

It is the expectation of our synod that Rostered and Lay Ministers will complete Anti-Racism training at least once every three years. Rostered and Synod Authorized Ministers seeking a change of call or contract are expected to have completed a certificate program within the 12-months prior to transition.

Training opportunities may come from a wide range of sources. The Upstate New York Synod staff and partners will provide an accessible anti-racism program for all ministers in the Spring of 2024. Certificates of completion are to be submitted to the [Synod Office](#) via [email](#).

Implicit Bias Training

Implicit bias training helps people become more aware of the unconscious bias one may possess and helps to reduce the likelihood that bias will impact decisions for ministry. Implicit Bias Training raises awareness of how bias may influence how a person interacts consciously and subconsciously with others.

It is the expectation of the Upstate New York Synod that Rostered and Lay Ministers will complete an Implicit Bias Training course or program once every three years. Rostered and Synod Authorized Ministers seeking a change of call or contract are expected to have completed a certificate program within the 12-months prior to transition.

Implicit Bias training opportunities may be self-selected or collaborative, and may be taken via an ELCA or full-communion seminary, conference, synod, or para-church organization in addition to secular, professional options. We encourage Rostered and Lay ministers to seek out their own resources for completing this expectation. Certificates of study are to be submitted to the [Synod Office](#) via [email](#).

These Ethics, Boundary, and Cultural Competency training opportunities are not all-inclusive. The Upstate New York Synod staff and partners will continue to share a variety of training opportunities and encourage all rostered and lay leaders to take advantage of these opportunities as well as curating individual resources from trustworthy sources.

Thank you for your partnership in creating safe spaces where guests, members, staff and volunteers may worship, work, and grow.

