



Guidelines on conduct and behaviour of Assembly Accredited Lay Pioneers

1. Introduction

This paper sets out the expectations of Assembly Accredited Lay Pioneers in relation to ministers of words and sacraments, Church Related Community workers (CRCWS), Assembly accredited Lay Preachers, and elders within the United Reformed Church. Parallel papers about the expectations of ministers, CRCWS, AALPs and elders are to be read alongside this document.

Whilst lay pioneers are not mentioned in the Basis of Union they exercise an essential

- To refrain from using privilege or power for personal advantage or gain, whether financial, emotional, sexual or material.

2b. Relationship with ministers

- work collaboratively with ministers/CRCWs, lay preachers, elders, members and other lay pioneers where appropriate;
- To regard all persons with equal respect and concern and not discriminate against anyone on the basis of gender, race, age, disability or sexual orientation, including ministers/CRCWs;
- To honour the ministers/CRCWs currently called to serve and not invite or encourage other ministers to be involved in the life of the church or to offer pastoral care without the ministers'/CRCWs' consent;
- To refrain from raising pastoral issues with a previous minister/CRCW;
- To respect the work of previous ministers/CRCWs and deal honourably with their record;
- To welcome retired ministers/CRCWs as members and worshippers in the new expression of church.

2c. Relationships with elders, members and other

- To regard all persons with equal love and concern;
- To uphold values of faithfulness, trust and respect;
- To share leadership and pastoral care with others called to these purposes where appropriate;
- To seek advice from others if in doubt about one's competence to deal with any issue or situation;
- To consider very carefully taking any position of responsibility, particularly in any church where the lay pioneer is not a member, and to support the direction of church life initiated through the ministers/CRCWs, elders and church meetings;
- Not to enter a sexual relationship with anyone in their care;
- Not to be alone with a child or children or young people in a place quite separate from others.

2d Relationship with the council of the church

- To recognize that local expressions of the URC are part of the wider United Reformed Church and that ministers are committed to play their part in the wider councils of the church and in ecumenical relationships;
- To engage positively with all the councils of the church;
- To participate in consultation and review of the ministry where appropriate.