

North/West Lower Michigan Synod ELCA Code of Conduct for Synod Events

Synod Council created and approved this Code of Conduct in February 2025. It includes Synod Council meetings, Synod Assemblies, Synod Conference gatherings, Synod Training Events, and other meetings and events organized or co-hosted by the Synod or its representatives

The ELCA Mission and Vision Values states:

“Each person is created in God’s image. We respect this God-given right to dignity and, inspired by the life of Jesus, show love and compassion for all people. Through proclamation of the gospel, through worship and as servants of God working for healing and justice in the world, we uphold and seek to protect the dignity and human rights of all people.”

Expected Behaviors by Participants of In-Person or Virtual Events Organized by the NWLM Synod:

- Treat all persons – synod leaders, rostered ministers, lay leaders, visitors, vendors, hotel staff, etc. - fairly, with respect, courtesy, and dignity during events, including break and mealtimes.
- Speak and act with honesty, truth, and integrity.
- Be fair, respectful and courteous in any comments made verbally or in written form related to synod members or synod activities, including video or other postings made over social media platforms, emails or other technologies.
- Behave respectfully toward others and do not misuse personal or professional relationships.
- Be sensitive to cultural and social differences and practices, and careful in use of language / gestures / body language that may be considered or perceived as disrespectful or demeaning.
- Respect personal boundaries set by others. If someone indicates “No,” even without words, acknowledge / accept it.
- Be transparent when endorsing an activity / motion / opportunity through public disclosure of any real or perceived conflicts of interest.

Inappropriate Behaviors:

- Following in the steps of our Savior, we seek to care for all among us. Any behavior which harms the well-being of another is not of Christ and is considered inappropriate and will not be tolerated. More specifically, this includes but is not limited to potentially hurtful behaviors such as spreading rumors or gossip, badgering, bullying, assault, harassment, discrimination, sexual harassment or abuse, etc.
- Leaders across the Synod are expected to maintain appropriate confidentiality of synod business or privileged conversations as required. Failure to do so erodes trust and can negatively impact relationships, alignment within strategic initiatives, etc.

If you see or hear something that is inappropriate or causes concern during the meeting, you are asked to contact a member of the Code of Conduct Task Force promptly. The Task Force will address the matter, and if necessary, take appropriate action to resolve the issue, up to and including a person's removal from the event. Additional information about the Task Force will be provided at the 2025 Synod Assembly.