North County Christ the King
Relationship Disclosure Policy

Purpose: This document is intended to promote transparency and accountability regarding relationships within NCCTK. It aims to foster a healthy church environment and ensure that all relationships adhere to our values and ethical standards.

Scope: This disclosure applies to all staff, volunteers, and leadership within NCCTK, including but not limited to pastors, ministry leaders, and administrative staff.

Disclosure Requirements:

1. **Personal Relationships:**

   o Individuals in leadership positions are required to disclose any personal relationships (e.g., romantic, familial, close friendships) that could influence their professional duties or create a conflict of interest within the church staff community.

2. **Professional Boundaries:**

   o All staff and volunteers must maintain professional boundaries in their relationships, especially with vulnerable populations, including minors and individuals seeking pastoral care.

3. **Conflict of Interest:**

   o Any situation that may lead to a conflict of interest should be disclosed. This includes relationships with financial commitments, personal connections, or other situations that may compromise the integrity of church operations.

4. **Reporting:**

   o Disclosures should be submitted to the Director of Human Resources in writing. Confidentiality will be maintained to the extent possible while ensuring necessary parties are informed to alleviate any potential issues.

5. **Review Process:**

   o All disclosures will be reviewed by the Director of Human Resources, who will determine any necessary actions or follow-up procedures. This may include counseling, mediation, or other measures to maintain a healthy church environment.

Acknowledgment: By signing below, I acknowledge that I have read and understood the Relationship Disclosure Document. I agree to adhere to the guidelines set forth and will disclose any applicable relationships as required.

Name: _____

Signature: _____

Date: _____