



Code of Ethics for Directors of Music Ministries

The National Association of Pastoral Musicians (NPM) is dedicated to fostering the art of musical liturgy. Committed to the same goals, the Directors of Music Ministries Division (DMMD) is the professional division of the association. Members work as professional musicians within the Church, mainly as full-time directors of music, directors of liturgy, directors of music and liturgy, music teachers, or some combination thereof.

All qualified individuals shall be eligible for membership and participation in DMMD. Members shall strive to promote good working relationship within the organization and within their employing institutions. Members also strive to respect the employment of colleagues, musicians in other parishes. Members shall respect the legal rights of others.

Ministry

- DMMD members, as professional musicians, are dedicated to musical liturgy in the life of the parish, to developing the musical life of the parish.
- Members are competent and trained in their craft and seek to continue growing through lifelong professional learning.
- Members have a strong knowledge of the liturgical and musical documents and guidelines of the Church. They seek to follow the documents when leading the liturgical life of the parish.
- Members maintain appropriate relationships with colleagues and parishioners of all ages as specified in diocesan guidelines.
- Members are accountable to the pastor or other duly appointed representative, under the authority of the diocesan bishop.

Membership

- DMMD members shall not discriminate on the basis of race, national origin, age, religious affiliation, gender, marital status, sexual orientation, disability, or medical condition.
- All members are entitled to enjoy the privileges and are expected to accept the responsibilities of membership in the DMMD. Members shall be considered equally for Board of Directors offices and participation in DMMD activities. Members abide by the Code of Ethics and its Discipline.
- Any DMMD recommendations for prospective employment shall be based solely upon professional competence and availability.

Collaboration

- Members strive to work collaboratively with the pastor, administrator, and other ministers on the parish staff, both professional paid ministers and volunteers.
- Members respect the dignity of all persons and cultures. Members must respect the cultures present within the parish and strive to include all aspects of the parish within the musical and liturgical program.

- Members address differences of opinion within this organization through appropriate channels. Members shall address differences of opinion with employing institutions through appropriate channels, as provided by their individual employment agreements or diocesan procedures.
- Members observe both the spirit and the letter of this Code of Ethics in their dealings with the DMMD, with individual members, with the musicians under their supervision, and with colleagues, employing institutions, and the communities they serve.

Respect and Legal Rights

- Members do not apply for a position, appear to be soliciting a position, engage in discussion about possible employment, or attempt to place a student or colleague in a position until the incumbent has resigned or has been notified of termination by the institution. It is the responsibility of the member to determine whether the incumbent has been notified.
- Members do not undermine or attempt to dislocate an incumbent.
- A member may accept a liturgical service or performing engagement only when such an engagement has been approved by the incumbent musician. It is the responsibility of the member to determine whether approval has been granted.
- In cases where such a liturgical service or engagement for a wedding, funeral, or other occasional service has been requested by a third party, it is appropriate for the third party to offer the incumbent the customary fee as a professional courtesy.
- Members respect the property right of composers, authors, and publishers by being aware of and complying with the copyright law and attendant procedures regarding reproduction and performing rights.
- Members respect the employment rights of others by being aware of and complying with all laws and procedures pertaining to immigration and work permits.
- Members follow diocesan policies and appropriate legal statutes to protect the rights of individuals from abuse.

This Code of Ethics, originally published in 1993, was revised and approved by the Board of Directors of the DMMD in 2005. Grateful appreciation is expressed to the following organizations, whose Codes of Ethics were used to help revise this Code: National Association for Lay Ministry, National Conference for Catechetical Leadership, and National Federation for Catholic Youth Ministry

Name: _____ Dated: _____