



Code of Ethics Diocesan Director of Worship

The Federation of Diocesan Liturgical Commissions (FDLC) is dedicated to promoting the liturgy as the heart of Christian life. As a pastoral and professional organization, the FDLC's mission is to assist the bishops, clergy, and lay leaders of the Catholic Church in the United States of America. In particular, we provide liturgical catechesis and formation in the authentic celebration of the Church's liturgy.

All our members -- who serve as Directors of Offices of Worship, who serve as members of Diocesan Liturgical Commissions, who teach in universities and seminaries, and who serve the liturgical life of parish communities – are committed to this life of service and to the promotion of the liturgical renewal as envisioned by the Second Vatican Council and as articulated in the *Constitution on the Sacred Liturgy*.

All qualified individuals shall be eligible for membership and participation in the FDLC. Members shall strive to:

- Promote good working relationship within the Federation, their region, and their employing institutions.
- Respect the employment of colleagues in other parishes and
- Respect the legal rights of others.

Ministry

As professional liturgists, FDLC members

- Are dedicated to enriching the liturgical life of the diocese and its parishes and to contributing to the liturgical catechesis of the parish and diocesan community
- Are competent and well-trained in liturgical scholarship and its pastoral application. They are committed to continued growth through lifelong professional learning
- Have a strong knowledge of the liturgical documents, music guidelines, the praenotanda of the liturgical books, and the liturgical guidelines of the local Church
- Follow Church documents when influencing the liturgical practices of the parish
- Maintain appropriate relationships with colleagues and parishioners of all ages as specified in diocesan and national guidelines
- Are aware of and abide by the *Safe Environment Guidelines* of their respective (arch)diocese
- Are accountable to their Bishop, pastor, or other duly-appointed supervisors

Membership

- Members are entitled to enjoy the privileges of membership in the FDLC, including access to resources, communications, and discounts which are reserved to members
- They shall be considered equally for participation in FDLC activities
- They shall abide by the Code of Ethics and its discipline
- Members shall not discriminate on the basis of race, national origin, age, religious affiliation, gender, marital status, sexual orientation, disability or medical condition in accordance with the teachings of the Catholic Church
- Any 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 or diocesan staff -- both professional paid ministers and volunteers
- Members respect the dignity of all persons and cultures. Members respect the cultures present within the parish and strive to include all members of the parish within the liturgical celebrations of the community
- 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 Federation, with individual members, with others under their supervision, with colleagues, with employing institutions, and within the communities they serve

Respect for 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 employment only when such an engagement has been approved by the bishop or pastor. It is the responsibility of the member to determine whether approval has been granted
- 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
- Members respect the property rights of composers, authors, and publishers by being aware of and complying with copyright law and attendant procedures regarding printed reproduction, performance, and mechanical reproduction

I have read and understand the above Code of Ethics and commit to uphold it in my ministry.

Applicant's Signature: _____ Dated: _____