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**Date:** October 1, 2014 at 2:03:48 PM CDT  
**To:** Undisclosed recipients: ;  
**Subject:** Codes of Conduct for your review by October 15

***A Message from Tim O'Malley, Director of Ministerial Standards and Safe Environment for the Archdiocese of Saint Paul and Minneapolis***

After considering comments from clergy and others, the Archbishop is seeking your input on specific concerns you may have about the proposed *Code of Conduct for Church Personnel*, *Code of Conduct for Adult Volunteers Who Interact with Minors or Vulnerable Adults* and the *Code of Conduct for Youth Volunteers or Youth Workers Who Interact with Children, Other Youth, or Vulnerable Adults*.

The [Code of Conduct for Church Personnel](#) is a revision of the 2007 code of conduct. Some key changes address issues such as conflicts of interest, counseling relationship boundaries, reporting of misconduct, and electronic communication and other interaction with minors and vulnerable adults. Based on consistent and plentiful feedback already received, it is apparent that we need to clarify that the Code only applies to Church Personnel in their work environment or when they are performing duties in their capacity as Church Personnel. This clarification will be made explicitly in the final version.

The [Code of Conduct for Adult Volunteers Who Interact with Minors or Vulnerable Adults](#) is similar to the existing volunteer code, with some updates to issues such as reporting and electronic communication. The [Code of Conduct for Youth Volunteers and Youth Workers Who Interact with Children, Other Youth, or Vulnerable Adults](#) does not have an existing version in use in this archdiocese.

To review the codes, just click on the links in the above paragraphs. Please do not sign an acknowledgement form yet. Following consideration of your input, the codes will be finalized and then you will be asked to sign the form. If due consideration of your suggestions requires that the deadlines for signing the acknowledgement forms be extended, those deadlines will be extended.

**Here's my specific request:**

If you believe any parts of the codes need to be changed, please:

1. **Identify the wording you believe should be changed**
2. **Suggest the wording you believe would be better**
3. **Provide the reasoning for your proposed change**

**Please send your suggestions to the Chancellors Office at [chancellor@archspm.org](mailto:chancellor@archspm.org) by October 15.**

You may wish to discuss the codes of conduct at a deanery meeting, ministry association meeting or other gathering of church personnel. That's encouraged. If you develop suggested changes at such a meeting, please submit your feedback noting that it was developed in that way, because that would be helpful for us to know. After your suggestions are gathered, I will make certain they are considered and discussed with the Archbishop before he makes his final decision.

It was a mistake to not seek your input earlier. I apologize for that. But, if you have concerns, please weigh in now so we can get this right.

Thanks....Tim

Tim O'Malley | Director of Ministerial Standards and Safe Environment  
Office of Ministerial Standards and Safe Environment

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