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2021

Working together to end
sexual & domestic violence

Healthy Boundaries

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1

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Objectives

Recognizing the sacred trust given to
ministers of the gospel, we will:

- Examine dynamics of power, vulnerability,
transference, dual relationships
- Identify best practices for work/life
balance, social media engagement, and
addressing sexual harrasment
- Plan how we will share and implement
today's learning in our ministry setting

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*I think boundaries are a gift. I think that
boundaries are the thing the gives shape
to our relationships, all of our
relationships.*

-Rev. Dr. Marie M. Fortune

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**Goals of Healthy
Boundaries**

To maintain the integrity of the
ministerial or teaching relationship.

To protect those who are vulnerable.

- Congregants
- Clients
- Employees
- Students
- Staff
- Etc.

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Test Questions

When I am considering crossing
boundaries, what is the likely impact *on*
or the potential harm *to*:

- The individual congregant/student?
- The congregation/leader itself?
- Our shared mission?

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- Do I ever worry that someone I serve as
minister or teacher isn't able to do without
me?
- Do I sometimes take over during a
congregant/student's crisis?
- Do I experience inappropriate excitement
from being a confidant?

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- Have I confided in a congregant about my marriage or about a serious relationship?
- Have I ever placed a phone call to a congregant/student just because I wanted to hear their voice?
- Do I ever create situations in which I expect congregants/students to take care of me?

What did you learn from this reflection?

Power and Vulnerability

Definition

“Ministerial Relationship” applies to anyone in a leadership role:

- Clergy (pastors, priests, rabbis)
- Youth Ministers
- Cantors
- Choir Directors
- Sunday School Teachers
- Lay Ministers
- Church Camp Counselors
- Seminary Faculty
- Seminary Administrators
- Spiritual Directors
- Spiritual Teachers
- Etc.

Typical Rationalizations

- “just an affair”
- “a momentary lapse of judgment”
- “a momentary crisis”
- “I’m underpaid and overworked”
- “no one will know”

It is clergy misconduct when an person in a ministerial role of leadership or pastoral counseling (clergy, religious, or lay) engages in conduct which violates boundaries (sexual, financial, etc.) with a congregant, client, employee, student, staff member, etc. (adult, teenager, or child) in a professional, pastoral relationship.

List the resources (sources of power and authority) that you have as a spiritual leader.

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Concepts of Power and Vulnerability


<p>Power</p> <p>↓</p> <p>Greater Resources</p> <p>↓</p> <p>Potential for Helping or Hurting</p>	<p>Vulnerability</p> <p>↓</p> <p>Fewer Resources</p> <p>↓</p> <p>Potential for Being Helped or Hurt</p>
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13

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Concepts of Power and Vulnerability



"But his vulnerability is what I like about him."

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14

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How We Use Power



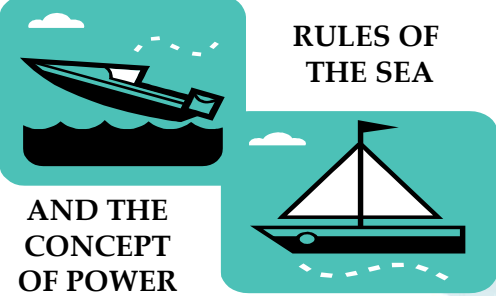
- Who has the right of way? Why?
- Who is vulnerable?
- Who is at risk to do harm?

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RULES OF THE SEA



AND THE CONCEPT OF POWER

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Rules of the Sea and the Concept of Power

<p>SPEEDBOAT is the "burdened" (obligated) party</p> <ul style="list-style-type: none"> • Has power and control of movement • Is obligated to avoid boats under sail • Has the "burden" (obligation) of responsibility <p>BURDEN</p>	<p>SAILBOAT is the "privileged" party</p> <ul style="list-style-type: none"> • At the mercy of the wind; less control of movement • Is vulnerable to power boats • Has the "privilege" of being protected <p>PRIVILEGE</p>
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Ethical Analysis

When a minister engages in violating boundaries (sexual or otherwise) with a congregant, client, employee, student, or staff member:

1. It is a violation of role (and a breach of fiduciary responsibility).
2. It is a misuse of authority and power.
3. It is taking advantage of vulnerability.
4. It is an absence of meaningful consent.

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Hospitality and Entitlement

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Hospitality Code

Deut. 10:17-19; 24:21-22 Exodus 23:9

Describe a time in your life that you were vulnerable.

What do these teachings from scripture teach us about power and vulnerability?

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Entitlement

Wisdom of Solomon 2:6-11

How does this passage contrast with the Hospitality Code?

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Dating, Friends, Dual Relationships and Gifts

1. Dating – inform and refer
2. Friends – spread your attention
3. Dual Relationships – the M&M Rule [minimize & manage]
4. Gifts – keep it simple

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Personal Needs and Self-Care

1. Identify the pressures ministry can place upon you
2. Recognize places where self-care can be improved
3. Identify barriers to self-care
4. Outline a self-care plan

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Barriers to Self-Care Delusion and Denial

1. Invincibility: Superman & Superwoman
2. Indispensability: inflated importance
3. Lack of Margin: between load & limit

Adopted from *Rest in the Storm* by Rev. Dr. Kirk Byron Jones.

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Hints for a Healthy Ministry

- Get a life. / Have a life.
- Find colleagues for study and support.
- “Remember who you are and what you represent.” —Lina Fortune
- Discover the joy of boundaries.

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Hints for a Healthy Ministry

- “Let go, but stand by.” —Frances Willard
- Don’t take yourself so seriously.
- Take yourself very seriously.
- “Pray always and do not lose heart.”
—Luke 18:1

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26