

CREATING HEALTHY

THROUGH BOUNDARIES

What we
hope will
happen:

- New information, new resources
- Time to reflect on boundaries in Ministry
 - What is going well
 - What needs attention
 - How boundaries look different now
- Sharing of best practices, needs, questions



Boundaries

Boundaries are real or virtual divisions or restrictions designed to:

- Provide for safe spaces and relationships for people
- Clarify roles so that ministry can happen

Harassment & Misconduct

Social Media and Safe Gatherings

Financial Boundaries

Professional Ethics



Sexual Misconduct is

Sexual Misconduct includes sexual harassment, sexual assault, and any conduct of a sexual nature, including verbal, that is without consent, or has the effect (even if not the intent) of threatening or intimidating the person against whom such conduct is directed.

Sexual Harassment is:

- Sexual Harassment is determined by the impact of the behavior on the recipient NOT the intention of the actor. To some people hugs of friendship may seem like hugs of intimacy (Uninvited hugs—even when passing the peace—may be experienced as a boundary violation by some people.).
- Offensive, insulting and/or hurtful behavior or comments may be considered harassment regardless of the intention of the actor - AND even if the recipient seems to be “going along” with the behavior.

Types of Sexual Harassment

VERBAL

- Explicit sexual language or comments
- Using nicknames with sexual connotations
- Telling sexual jokes
- Asking inappropriate questions
- Comments about a person's appearance (body, clothes, etc.)

NON-VERBAL

- Staring at someone
- Winking, throwing kisses, etc.
- Displaying sexual material
- Making sexual gestures

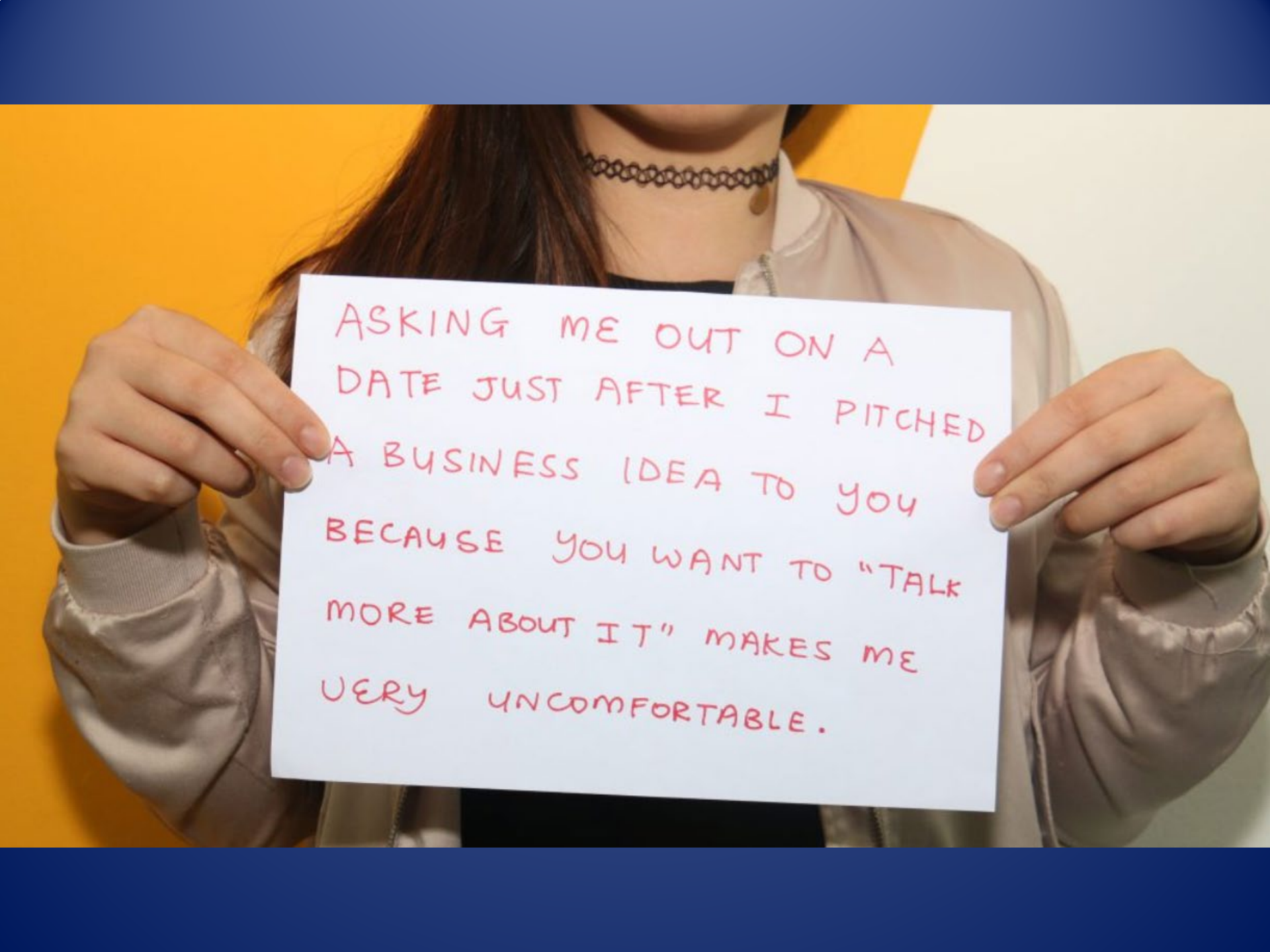
PHYSICAL

- An unwanted massage
- Touching hair, clothing, body
- Brushing up against someone
- Prolonged hugs

“You’re too
sexy
to be in this
industry.”

I was reaching for something on a
top shelf when he suddenly held my waist.

“Wouldn't want that sweet ass to fall,” he said.

A person with long dark hair, wearing a light-colored jacket and a black choker necklace, is holding a white sign with both hands. The sign has handwritten text in red ink. The background is a solid yellow color.

ASKING ME OUT ON A
DATE JUST AFTER I PITCHED
A BUSINESS IDEA TO YOU
BECAUSE YOU WANT TO "TALK
MORE ABOUT IT" MAKES ME
VERY UNCOMFORTABLE.

In a room full of men, one of the board members compared a business situation to having sex with a woman. Like "Go at it slow & have foreplay".

"X has good English, and
this one...well, she has a
nice body."

SAYING THAT I LOOK
DISTRACTING DURING A MEETING
IS VERY DISRESPECTFUL
AND NOT AT ALL A COMPLIMENT.

CALLING ME "BABE,"
"DEAR", OR "HUN" WHEN WE'RE
WORK ACQUAINTANCES IS
NOT OKAY

A close-up photograph of a hand holding a bright yellow sticky note. The text on the note is written in red, bold, sans-serif font. The background is dark and out of focus, showing a blurred yellow object on the right side. The entire image is framed by a blue gradient border.

**We get
harassed
too!**

A person wearing a grey t-shirt and blue jeans is holding a large, light grey rectangular sign in front of their chest. The sign has the text "#MeToo" written on it in a bold, black, sans-serif font. The person's face is not visible as the sign covers it. The background is plain white.


#MeToo

SILENCE HELPS NO ONE



**MALE VICTIMS ARE LESS LIKELY
TO REPORT A SEXUAL ASSAULT**

Survivors of sexual violence experience mental, physical, and emotional symptoms in the aftermath of assault regardless of their sex. Find help. There is no shame in being a survivor.



**“It’s just creepy....
She’s my TA....
I wish she’d keep
her hands off me.”**

It’s never okay.

Myths

- Victims "ask for it" through behavior or clothing style
- Only women are sexually harassed
- Sexual harassment is more frequent in blue collar than in white collar environments
- If there are no complaints, there are no problems

Ask Yourself

Would I say or do the same thing if my spouse or significant partner were nearby?

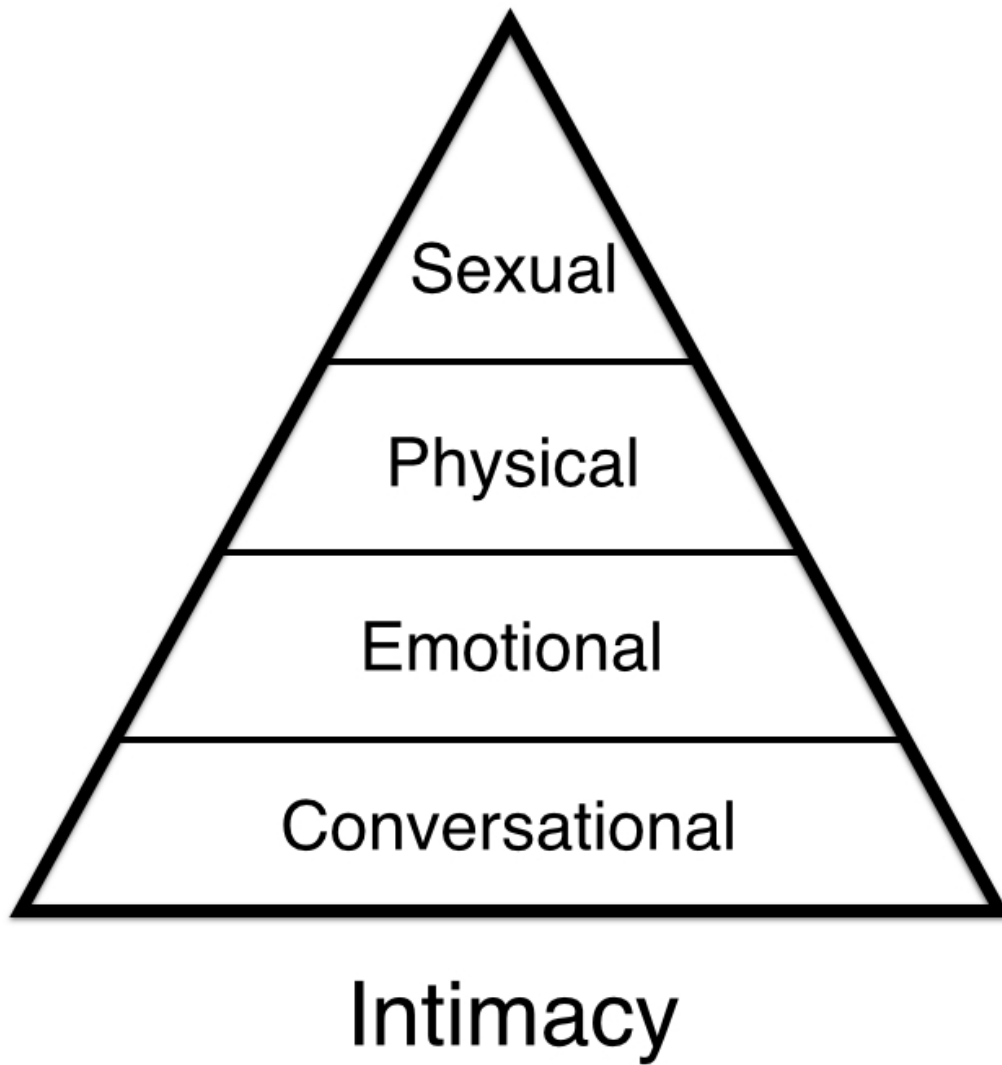
Ask Yourself

For whose benefit am I crossing this
boundary?

THE WHOLENESS WHEEL



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How did
this
happen?

Ask Yourself Again

For whose benefit am I crossing this
boundary?

Boundaries related to Virtual Interactions



Try to maintain regular meeting hours.



Telecommunication technologies make it easier for you to work when ill, on your day off, during weekends or evenings.



Be aware of the precedent that being immediately available sets.

- Change in relationship dynamic
 - If you normally wear a collar during visits/appointments, consider still wearing it.
 - More casual//false sense of familiarity
 - Challenge to re-establish role differentiation
- Keep track of who you are meeting with and when. There is no “window in the door.”
- Be aware of what appears in the camera’s view.
- To record or not to record.

Consequences
of Misconduct

For the victim...

For the congregation...

For the rostered leader...

For the family...

For the church...

What you
can do:

Policies

Environment

Say Something!