

# The Flyer

Vol XXI, No. 2

Fall 2001

*First ever Response Team Training Event...*

## Teams focus on congregational healing after allegations of clergy sexual misconduct

"Our team of six persons were overwhelmed by the magnitude of the problem," remarked Thomas E. Weir, Arkansas Area Director of Ministries. "In our discussions with other delegations, we discovered that all of us were dealing with a pervasive problem that had to do with a misuse of power."

This reflection by Weir captures the attitude of most participants in the Response Team Training Event for annual conference teams that are preparing to serve congregations whose pastors have been removed because of clergy sexual misconduct. This national training, the first of its kind offered by any denomination, was co-sponsored by Rocky Mountain Conference and the General Commission on the Status and Role of Women (GCSRW).

A total of 171 participants—teams from 44 annual conferences and one local church from across the country, three resource persons, and three staff of the Commission—attended the Colorado Springs event held July 19–22, hosted by First United Methodist Church, Colorado Springs.

A portion of the costs were offset by a World Service Contingency Fund grant from the General Council on Ministries.

Leadership for the event was drawn from nationally-recognized experts and United Methodist executives. Nancy Myer Hopkins, Episcopal laywoman and family counselor, introduced participants to a variety of models for responding.



Above, training event participants, l to r, Alazada Jackson, Mary Gean Cope, Ruby Nelson, and Paul Woodworth. At right, Diann Neu describes a liturgy of lament and healing for survivors of sexual abuse: "Be gone, be gone, be gone!"

Mary Logan, general counsel, General Council on Finance and Administration, addressed secrecy and disclosure related to incidents and the complaint process.

Worship leader Diann Neu, Women's Alliance for Theology, Ethics and Ritual (WATER), designed worship for the participants in the training and offered a workshop on creating liturgies of healing for victim/survivors and congregations.

When welcoming participants, Bishop Warner H. Brown, Denver Area, emphasized the importance of attentiveness to the relationship between the healing team and the cabinet to ensure that all are sensitive to their responsibilities.

Stephanie Anna Hixon and Cecelia Long, members of the general secretariat of the Commission, expressed the importance of this event in light of the Commission's charge to

serve as advocate on behalf of women. Emphasized Hixon, "The church's experience indicates that the largest population of victim/survivors of clergy sexual misconduct is women, followed by children."



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### Connectional system undergirds teams

These response teams are responsible for healing and care for victim/survivors and congregations. They do not administer the complaint process. As specified in *The 2000 Book of Discipline*, ¶ 359.2.e, the team works in consultation with the bishop and cabinet and may be called upon at any time during the complaint process or following its resolution.

For both new and established teams, the event underscored the importance of the UMC connection and provided a unique opportunity for teams to learn together.

As Sharon Spencer, Central Pennsylvania Conference, emphasized, "An event like this makes me appreciate the United Methodist connectional system in which our collective knowledge helps all of us as we share in open dialogue with each other."

Nancy Neufeld, Rocky Mountain Conference, agreed, "Gathering from across the nation to learn and share our experiences about responding to clergy misconduct increased our capacity to reduce the danger. When we hear what other conferences are doing, we can enhance our approach or be affirmed that what we are doing is appropriate."

Members of established response teams commented on the value of reaffirming their work with congregations. As Neufeld explained, "For our team, it was a wonderful opportunity to renew our commitment to our mission. When we gather as a team, we are usually task oriented. This event allowed us to remember our purpose, examine our individual skills and involvement, and re-commit our personal energies."

Louise Rynd, Central Pennsylvania, commented, "The task of the clergy sexual misconduct response team can seem overwhelming. It was so helpful to worship and dialogue with other teams gathered from around the country."

According to Spencer, the event cemented their recognition of the importance of this ministry. "The remarkable thing about the work we do," she reflected, "is watching a congregation that has been deeply wounded and forever changed by clergy mis-

conduct of a sexual nature struggle through the stages of trauma and recovery to health and wholeness. The work they do is not easy, but for the most part they willingly work to regain their faith and trust in God, in themselves, in each other and with clergy."

Spencer continued, "We have been humbled and touched with the way people have seen us as a life line, as a way they can regain a sense of who they are and what they are to be about as the church of Jesus Christ. The team, as we have gotten to know each other, deeply respects and trusts every other member of the team. We know and trust the gifts each one brings to the team, and that makes our work together easier. We truly are a team, working always for a healthy, safe church."

### Healing worship offers hope

Another significant focus for participants was sharing worship that emphasized healing. Commented Soomee Kim, California Pacific Conference and member of GCSRW, "What I enjoyed the most from the event was how it was organized in and around the worship. It was not just the sharing of resources or making connections with other annual conferences and their response teams. It helped me to view the issue of clergy sexual misconduct through theological and biblical concepts. I am able to embody the work as a higher call for justice for all."

Spiritual support and theological guidance were key for Louise Rynd, as well. "I left better informed, with new colleague contacts and a renewed

sense of hope amidst the pain and anguish we face in this work," she said.

### Idea emerges for steering committee

At the suggestion of Marilyn Robb, New England Conference, participants decided to create a steering committee that would work with the Commission to establish goals for sustaining a network of grass-roots leaders and strengthening the church's ability to address the effects on people and communities by clergy or ministerial sexual misconduct.

This steering committee offers a way of formalizing the connections among participants forged during the training. Spencer expressed this feeling, "The networking I sensed still amazes me... I believe I could call on anyone from this event and have the assurance of their experience and knowledge available to me."

Spencer continued, "It's the sense of community that seems most important. No matter whom I talked with, our experiences and our goals were much the same, to restore congregations to health and wholeness. The work we do really is holy, worthy work."

Emphasizing the importance of keeping the topic before the church, Soomee Kim commented, "I am convinced that clergy sexual misconduct is not just a moral issue but a sin that needs to be addressed and confronted. I hope to see the response team not simply responding to the after-math, but also leading the church in raising awareness and prevention of these devastating incidents." ●



At left, a panel of those experienced with intervening in congregations following disclosure of sexual abuse, share their wisdom. L to r, Tommy Gleaton, Marvin Vose, Steven Goodier, and Nancy Neufeld. Above, Gail Murphy-Geiss, GCSRW president, exchanges ideas with Sandy Bond.



Jaime Potter-Miller, center, traces her Igniting Ministry route during her visit with staff at the General Commission on the Status and Role of Women. With her are Cate Whitcomb (on left) and Elaine Moy Johnson of the GCSRW staff. Potter-Miller's UM-related T-shirt for the day proclaims: "I am a United Methodist minister. We also ordain men!"

*Igniting Ministry goal to draw seekers to UMC...*

## Clergywoman connects with powerful women on her cross-country trip

"I have met such powerful clergywomen on this journey," exclaims cross-country traveler Jaime Potter-Miller, superintendent of the Johnstown District of the Western Pennsylvania Conference.

Potter-Miller offered her reflections for *Flyer* readers when she stopped in Evanston, IL, in August during her tour on behalf of Igniting Ministries. As a member of United Methodist Communication's governing Commission on Communications, Potter-Miller has been involved in the inception and development of this media campaign. She took a three-month leave of absence from her duties as district superintendent to encourage and hear the stories of people participating in UMC's Igniting Ministry campaign.

Statistics support Potter Miller's observations, "Many powerful clergywomen are associate clergy with job descriptions that define their niche in their local churches. These defined roles often limit the full use of their gifts." General Council on Finance and Administration statistics indicate that the proportions of women who are prime pastors in each jurisdiction are the following: South Central (64.9% of clergywomen in local churches are prime pastors), Southeastern (66.4%), Western (68.0%), North Central (74.1%), and Northeastern (86.1%).

Yet Potter-Miller has good news to share about clergywomen's leadership in the Igniting Ministry campaign. "I have been particularly touched by the enthusiasm clergywomen bring to the Igniting Ministry effort," she explains. "In contrast to some clergymen, the women have embraced the concept of helping their churches genuinely welcome all persons into their midst, and they have brought such creativity to the endeavor, rather than looking at the campaign as a list of details to be completed."

Igniting Ministry is the first full-blown television, newspaper and outdoor campaign undertaken for the UMC. The campaign attempts to reach people who are seeking answers to real-life questions and to invite them to United Methodist churches to continue their search. The goals of the four-year media campaign are to increase awareness and recognition of the denomination's basic beliefs; to foster a positive feeling and willingness among non-church members to visit a United Methodist church; and to renew a sense of commitment among United Methodists.

To read Potter-Miller's travel reports and learn more about Igniting Ministry, visit the web site at [www.ignitingministry.org](http://www.ignitingministry.org).

## Jobs

### Dean, Perkins School of Theology, Southern Methodist University, Dallas

The Dean is responsible for all aspects of the school's activities. Candidate must possess a Ph.D. or equivalent degree in theology or a related field and must be a discerning evaluator of theological teaching and scholarship. She or he must have a clear understanding of the character of theological education, a commitment to its role both in the University and in the church, and a creative vision for its future. Both membership in The United Methodist Church and thorough acquaintance with the traditions, structures, and practices of The United Methodist Church and its ministries are required; ordination in The United Methodist church is desirable. Demonstrated achievement or potential for success in faculty development, fund-raising, student recruitment, strategic and fiscal planning, and external relations is required. The University seeks an individual who is able to exercise leadership, to sustain community, and to relate to diverse constituencies.

Apply by Nov. 15 to Jasper Neel, Dean of Dedman College and University Vice Provost, Chair of the Perkins Search Committee, Southern Methodist University, P. O. Box 750235, Dallas, Texas 75275-0235. Review of the applications begins on or about Nov. 15, 2001. ●

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### The Flyer

The Flyer is published four times yearly by the General Commission on the Status and Role of Women (GCSRW) in the United Methodist Church (UMC) as a communication link with the 65 Annual Conference Commissions on the Status and Role of Women (ACCSRWs). Primary distribution of The Flyer is through the ACCSRWs; individual subscriptions, available through the GCSRW, are \$10.00.

**Editor:** Bonny Stalnaker Roth

The GCSRW, a national agency of the UMC, acts as an advocate, catalyst, and monitor to ensure the full participation and equality of women in the church.

#### GCSRW officers:

Gail Murphy-Geiss, President  
Rose Arroyo, Vice-President  
William H. (Bill) Wilson, Secretary

#### General Secretariat:

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# Status Report

## RMN convocation queries UMC ad campaign

The Reconciling Ministries Network held its national gathering, Convo 2001, July 26-29 in Tacoma, WA. The unofficial United Methodist organization announced the formation of the Clergy Alliance, a group of pastors supporting full inclusion of homosexuals in church life.

The alliance adopted a three-pronged plan for changing the denomination's rules on homosexuality. The network called the denomination to accountability for the upcoming TV ad campaign, "Open hearts, open minds, open doors," which is contradictory to what gays, lesbians, bisexuals and transgender people have experienced in the church, said Executive Director Marilyn Alexander. However, she affirmed the theme, saying it was on the right track.

In other business, United Methodists of Color for a Fully Inclusive Church met for the first time as an organized body.

—UMNews, Aug. 3, 2001

## Series looks at women leading congregations

In a series of articles on women serving as clergy or leading congregations, the *Washington Times* cites a study finding that women lead 21 percent of churches in America's mainline Protestantism.

"Nearly half of all women-led congregations are in the West: 20 percent in the Pacific region, 24 percent in the mountain states, 17 percent in the Middle Atlantic states and 7 percent in the Deep South."

Overall, the percentage is not so high. "In a society where women hold parity with men, they make up just 10 percent of the clergy who lead congregations," the newspaper reported.

—United Methodist Reporter, July 27, 2001

### Copy deadlines

Please submit items for upcoming issues by the following dates:

Dec. 1, 2001..... Winter 2002  
March 1, 2002..... Spring 2002

Send to: Bonny Stainaker Roth, GCSRW,  
1200 Davis St. Evanston, IL 60201

(800) 523-8390 e-mail: gcsr@gcfa.org

## Women of Color award Native American pastor

An Oregon clergywoman is the first Native American to be awarded up to \$10,000 annually in scholarship funds in a program designed to increase the women of color on the faculties of United Methodist theological schools. Carol L. Youngbird-Holt, pastor of Trinity United Methodist Church in Toledo, OR, is the first Native American to receive funds from the Women of Color Scholars Program, said Angella Current-Felder, executive director of the Office of Loans and Scholarships of the General Board of Higher Education and Ministry.

Youngbird-Holt is one of 10 doctoral degree candidates selected to receive money through the program for the 2001-02 academic year. She will be pursuing two degrees at the University of California-Berkeley and at Graduate Theological Union, Berkeley this fall.

The Office of Loans and Scholarships and the board's Division of Ordained Ministry, both based in Nashville, sponsor the Women of Color Scholars program. It was initiated in 1989 in response to the lack of women of color faculty in theological education.

The program aims to place women of color in faculty positions at all 13 United Methodist-related seminaries and to increase the number of women of color who teach, lecture, write and research at the doctoral level in all seminaries.

"The WOC Scholarship program has made a difference in the lives of its scholars," said Marion Jackson, staff executive in the Division of Ordained Ministry. "The scholars are committed to becoming mentors and role models for others and to lending their perspectives to the education of all future United Methodist clergy persons and other church leaders."

For more information, contact Current-Felder, (615) 340-7342, or Jackson, (615) 340-7409, or write to the General Board of Higher Education and Ministry, P.O. Box 340007, Nashville, TN 37203-0007

—United Methodist News Service,  
July 26, 2001

## Women's History Award to '40s civil rights researcher

The General Commission on Archives and History (GCAH) has given its Women's History Award to a 73-year-old Californian who is researching and writing about a 1940s civil rights group in Evanston, IL.

Lila Frazier of Sacramento has received \$1,500 from the GCAH to support her work. The commission, based in Madison, NJ, provides the award to cover research, travel, phone calls and other costs.

Frazier, a white female, was one of the early members of the group, which grew out of the original Congress of Racial Equality (CORE), founded in Chicago. In 1946, she was a freshman at the Evanston Collegiate Institute, which was a Methodist junior college at the time and is now Kendall College. She recalls going to hear speakers at the Chicago CORE, but she did not become a member.

Three African-American high school students in Evanston, who were members of the Chicago group, decided they should get a group going in their community. They did the organizing, working mainly with students at the Methodist Student Foundation. The foundation served all the college students in Evanston. The original Evanston CORE included Frazier and some friends from the junior college, as well as a couple of students from Garrett Biblical Institute (now Garrett-Evangelical Theological Seminary), a Methodist seminary on the Northwestern University campus.

Frazier will use the grant to go to Evanston and Chicago to consult newspaper files and to go to Michigan where the CORE archives are housed. She is also collecting first-person accounts from other early members of the group.—UMNews, July 24, 2001

## Term of Methodist Council's first female leader ending

After Frances Werner Alguire was elected to lead the World Methodist Council in 1996, a woman in Detroit, observing her small stature, told her, "You're too little for such a big job." Alguire's reply: "I'm the same size as John Wesley."

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It was a fitting response from the first woman and second layperson to become chairperson of the international body organized in 1881 to link churches of the Wesleyan tradition. The council now represents more than 34 million members in 130 countries. Alguire, of New Buffalo, MI, celebrated her 74th birthday on July 11 and ended her term later in the month when the World Methodist Conference convened in Brighton, England.

Highlights of the five-year period include launching the council's first endowment campaign; establishing the "Honorable Order of Jerusalem" to recognize past council leaders; expanding membership; presenting the annual World Methodist Peace Award; and representing the body in a variety of ecumenical settings.

But her gender also has given her the opportunity to both model and promote the participation of women in the church. "I tell people part of my mission is paving the way for other women leaders, including women clergy," she said.

Soon after her election, she represented the council at the International Meeting for Peace sponsored by the Community of St. Egidio in Rome. "It was my first exposure as a woman leader to an international group of people and religions," she noted.

Asked to participate on a panel discussion there, Alguire received a standing ovation when she told the audience, "God trusted a woman to carry his son for nine months. It's now time for women to be allowed to share the world and become participants without men feeling threatened."

Since then, she said she has been "warmly received" at many ecumenical meetings where much of the leadership was male and clergy. "I found that as you relate to people and you get to know one another as individuals, my second time around to meet them, I'm welcomed like a long-lost friend," she explained. "I've learned not to let titles be barriers but to think of people as all created in God's image. Our titles just designate our responsibilities."

—Excerpted from *UMNews* press release, July 2, 2001

## GCSRW starts general secretariat search

The General Commission on the Status and Role of Women (GCSRW) has announced position openings for the two co-equal positions of general secretariat of the Commission. Currently serving as general secretariat are Cecelia M. Long, who ends her tenure with the Commission effective Dec. 31, 2001, and Stephanie Anna Hixon, who ends her tenure in 2002.

Commission member Molly Turner, chairperson of the search committee, said that for fullest consideration applicants should send their materials by Dec. 17, 2001. Serving on the committee with Turner are Haeran Kim, Sam Murillo, Bruce Ough, Angelin Jones Simmons, and Commission President Gail Murphy-Geiss, ex-officio member. Hope Morgan Ward is the observer representing General Council on Ministries.

The position description explains, "The General Secretariat is a co-equal two-person executive staff unit that works closely together to provide leadership for the work of GCSRW in an imaginative and cost effective manner. Each member of the General Secretariat represents and interprets the full range of the Commission's responsibility at all levels of the church as necessary and appropriate. The primary responsibility of the Commission is to 'challenge The United Methodist Church, including its general agencies, institutions, and connectional structures, to a continuing commitment to the full and equal responsibility and participation of women in the total life and mission of the Church, sharing fully in the power and in the policy-making at all levels of the Church's life.' (*The 2000 Book of Discipline*, ¶ 2102.)"

Qualifications stated in the position description include the following: membership in the United Methodist Church required; broad knowledge and understanding of the UMC; minimum four years' experience in local church/annual conference; bachelor's degree required/master's degree preferred; and emphases in one or more of the following: theology, education, sociology, psychology, women's studies, business administration, organizational management, political science and human resources.

For more information and an application, contact Bishop Bruce R. Ough, West Ohio Episcopal Area, 32 Wesley Blvd., Worthington, OH 43085. Office: (614) 844-6200, ext. 215. Fax: (614) 781-2625. E-mail: [bishop@wocumc.org](mailto:bishop@wocumc.org).

*FUG*

### Guidelines for responding to sex offenders

"When the abuser is one of us," an article in the July-August, 2001 issue of *Interpreter* magazine, outlines how churches can respond when a convicted sex offender is or wants to become part of their congregation. In this article by Peggy Halsey, executive secretary for ministries with women, children and families, General Board of Global Ministries, explains the need for an openly negotiated covenant between the offender and the church community.

Contact *Interpreter*, United Methodist Communications, 810 12th Ave. South, P.O. Box 320, Nashville, TN 37202-0320. Phone: (615) 742-5107. Fax: (615) 742-

5460. Website: [www.interpreter-magazine.org](http://www.interpreter-magazine.org). E-mail: [interpreter@umcom.umc.org](mailto:interpreter@umcom.umc.org).

### Participate in survey on UM women as workers

The Women's Division, General Board of Global Ministries, as a member of the United Methodist Task Force for Worker Justice, is seeking information on United Methodist women members as workers. To be included in this research, contact Marilyn Clement, 475 Riverside Drive, Room 1502, New York, NY 10115. You may also send an e-mail to Clement at [mclement@gbgm-umc.org](mailto:mclement@gbgm-umc.org).

The survey is available at the UMW web site: [www.gbgmumc.org/umw/workers\\_survey.html](http://www.gbgmumc.org/umw/workers_survey.html).

# Ovations

To **Sharon Brown Christopher**, bishop of Illinois Great Rivers Conference, who is the first woman to have been elected president-designate of the Council of Bishops.

To **Marisa Freitas Coutinho**, pastor and theologian, elected the first female bishop of the Methodist Church of Brazil. The Methodist Church is one of the first denominations in Latin America to elect women as elders. The Methodist Churches of Mexico and Argentina also have women bishops.

To **Patricia Farris**, pastor of First United Methodist Church in Santa Monica, CA, whose parish has been listed as one of the best of 17 Protestant churches by Paul Wilkes, a writer and visiting professor at the University of North Carolina-Wilmington, who spent the past five years identifying the best 300 Catholic and 300 Protestant churches in the U.S.

To **Sara Jane Fleming**, a student at Garrett-Evangelical Theological Seminary, Evanston, IL, who received the Bentzinger award from the General Board of Higher Education and Ministry for the 2001-2002 academic year.

To **Pamela C. Hawkins**, a clergy member of the Tennessee Conference, who joined the staff of *Weavings* as associate editor, effective July 2.

To **Diana Hynson**, an editor with the United Methodist Publishing House, who has been named director of teaching and learning ministries in congregations with the General Board of Discipleship.

To **Angela Gay Kinkead**, executive director of the UM Youth Organization since 1991, who has been named dean of the chapel at West Virginia Wesleyan College.

To **Ascencion Larot-Day**, formerly with Church Women United, named executive director of the National Federation of Asian American United Methodists.

To **Sharon Moe**, pastor of University Temple United Methodist Church in Seattle, WA, whose parish has been listed as one of 300 excellent churches by a Parish Congregation Study funded by Lilly Endowment and will be featured in the book *Excellent Protestant Congregations* (Westminster John Knox Press).

To **Nancy Osgood**, who became the first full-time coordinator of Primitimers, operated by the Mission Volunteers Program of the General Board of Global Ministries, effective July 9. The Primitimers program provides new service and learning experiences for people older than 50.

To **Yolanda Pupo-Ortiz**, who receives, on Nov. 1, the Anna Howard Shaw Award at Boston University School of Theology, an award that recognizes those women "who embody those values expressed in the life of Anna Howard Shaw: courage born of Christian faith, dedication to increased opportunities, devotion to social justice, persistence in difficult circumstances, service for the common good, and a vision of a better world."

To **Ciona D. Rouse**, a recent graduate of Columbia (SC) College, who is the 2001-2002 recipient of the Judith L. Weidman Racial Ethnic Minority Fellowship. She will work in the Baltimore-Washington Conference from Aug. 1 to July 31.

To **Susan Ruach**, council director of the South Indiana Conference, who has joined the staff of the General Board of Discipleship as the team leader for the board's Conference Spiritual Leadership Development Team.

To **Amy Stapleton**, campus minister at the University of Denver Wesley Foundation and chaplain at St. Anthony Hospitals, who has been named field organizer for Methodist Federation for Social Action.

To **Gwen E. Stetler**, a doctoral student at Ohio State University in the field of social work, who is a recipient of the Diaconia Graduate Fellowships for doctoral studies, awarded by the General Board of Higher Education and Ministry's Section of Deacons and Diaconal Ministries.

To **Linda Sullivan**, who has been named director of communications for the Oregon-Idaho Conference. She also becomes editor of UMOI Today, the conference's e-mail newsletter. She is already editor of *The United Methodist*, the conference newsletter.

To **Melissa Tidwell**, who had been serving as interim editor of *Alive Now* magazine of the Upper Room since August 2000, who has been named editor.

To **Diane Toogood**, Rochester, MN, who was installed as president of the Fellowship of United Methodists in Music and Worship Arts during the organization's biennial convocation in Washington. Beverly Clement, Tupelo, MS, was named president elect.

To **Caroline Whitson**, provost and vice president for academic affairs at the University of the Ozarks in Clarksville, AR, who has been named president of UM-related Columbia (SC) College.

To **Gale Whitson-Schmidt**, chief financial officer and treasurer of General Board of

Pension and Health Benefits, who has been promoted to deputy general secretary of the agency.

To **L. Annette Vanzant Williams**, director of Christian formation in the Central Texas Conference, who has been named to the first field staff position of the General Board of Church and Society outside Washington. Williams will be a resource for conferences and local churches, especially in the North Central, South Central and Western jurisdictions.

To **Esther M. You**, a junior at American University in Washington and a member of Metropolitan United Methodist Church, who has received a Leonard M. Perryman Communications Scholarship for Ethnic Minority Students, given to juniors or seniors planning careers in journalism.

To those who received Women of Color Scholarships from the General Board of Higher Education and Ministry for the 2001-2002 academic year: **LaGretta J. Kennedy Bjorn**, Drew University, the Theological School, Madison, NJ; **Yoo Yun Cho-Chang**, Boston University School of Theology; **Leah L. Gunning**, Garrett-Evangelical Theological Seminary, Evanston, IL; **Jeong S. Kim**, Garrett-Evangelical Theological Seminary; **Seong Hee Kim**, Drew University, the Theological School; **Pamela R. Lightsey**, Garrett-Evangelical Theological Seminary; **Velma E. Love**, Union Theological Seminary, New York; **Beauty R. Maenzanise**, Drew University, the Theological School; **Imani-Shelia Newsome McLaughlin**, Boston University School of Theology; and **Carol L. Youngbird-Holt**, University of California-Berkeley and at Graduate Theological Union, Berkeley.

To those who received Dempster Graduate Fellowships from the General Board of Higher Education and Ministry for the 2001-2002 academic year: **Emily Lillian Burch**, a candidate for ordination from the Memphis Conference, a graduate of Auburn University, and a student at Perkins School of Theology. **Amy Christine Cottrill**, an ordained elder in the West Virginia Conference, a graduate of Earlham College, Richmond, IN, and Methodist Theological School in Ohio, and a student at Emory University, Atlanta. **Janet S. Everhart**, an ordained elder in the California-Nevada Conference, a graduate of the University of California-Davis, Drew University Theological School, Madison, NJ, and attended Graduate Theological Union, Berkeley, CA, and Mennonite Brethren Biblical Seminary, Fresno, CA, and a student at Iliff School of Theology, Denver.

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# Calendar

For additional updates on events, visit our website: [www.gcsr.org](http://www.gcsr.org).

## Nov. 9-11

**Clergy Sexual Abuse—A Global Crisis**, Toronto, Ontario. 10th Linkup Conference featuring workshops, speakers, survivor panels, and more.

For more details, contact Linkup, 1412 W. Argyle St., #2, Chicago, IL 60640. Phone: (773) 334-2296. Fax: (773) 334-0274. Web site: [www.thelinkup.com](http://www.thelinkup.com). E-mail: [ILINKUP@aol.com](mailto:ILINKUP@aol.com).

## Nov. 26-27

**In Our Best Interest**, Indianapolis, IN. A two-day training for battered women, advocates, women's group facilitators, and community activists on the Duluth curriculum "In Our Best Interest: A Process for Personal and Social Change." Contact Domestic Abuse Intervention Project, 202 East Superior St., Duluth, MN 55802. (218) 722-2781. Web site: [www.duluth-model.org](http://www.duluth-model.org).

## Nov. 28-30

**Creating a Process of Change for Men Who Batter**, Duluth, MN. A three-day training for men's nonviolence class facilitators on the Duluth curriculum "Power and Control: Tactics of Men Who Batter." A track for Native American service providers is offered. Contact Domestic Abuse Intervention Project, 202 East Superior St., Duluth, MN 55802. (218) 722-2781. Web site: [www.duluth-model.org](http://www.duluth-model.org).

## Nov. 30-Dec. 2

**The Sounds of Silence**, Morehead City, NC. A silent retreat before the busy holiday season led by Jeanette Stokes. Contact Resource Center for Women and Ministry in the South, (919) 683-1236. E-mail: [rcwmsnc@aol.com](mailto:rcwmsnc@aol.com).

## March 13-15, 2002

**Women and the Word: "From the Margins to the Center,"** Boston. This annual Women and the Word event, sponsored by the Anna Howard Shaw Center at Boston University School of Theology, will focus on the relationship between marginalized communities of women and men and mainstream congregations. Looking at the differences across ethnic, racial, social, class and cultural boundaries, the conference will speak to the art of preaching as a tool to guide churches through this journey from the margins to the center. Leadership for this event will include Eunjoon Mary Kim, N. Lynne Westfield, and Joretta Marshall. For more details, contact the Anna Howard Shaw web site: [www.bu.edu/sth/shaw/shawctr@bu.edu](http://www.bu.edu/sth/shaw/shawctr@bu.edu) or call (617) 353-3075.

## April 25-28, 2002

**Sing a New Song: UMW Assembly**, Philadelphia. This 16th assembly features, among many speakers, Marian Wright Edelman, founder and president of Children's Defense Fund. To order registration packets, visit the web site: [www.umd.org/umw/assembly](http://www.umd.org/umw/assembly).

## Ovations *continued from page 6*

To those who received Schisler awards from the General Board of Higher Education and Ministry for the 2001-2002 academic year:

**Carolyn Bennett**, Pfeiffer University, Misenheimer, NC; **Chiyona A. Bourne**, Methodist Theological School in Ohio, Delaware, OH; **Paige Eaves**, Candler School of Theology, Atlanta; **Melissa L. Griffin**, Asbury Theological Seminary, Wilmore, KY; **Cheryl A. Skinner**, the Divinity School, Duke University, Durham, NC; **Nancy A. Wack**, Saint Paul School of Theology, Kansas City, MO; and **Latoya D. Wilson**, Perkins School of Theology, Dallas.

To new officers of the Professional Association of UMC Secretaries: **Sheilah Kyburz**, Minnesota, president; **Deborah Rexrode**, West Virginia, vice president; **Jackie Pettis**, Florida, membership secretary; **Roberta Hudson**, Missouri, secretary; **Beanie Rankin**, Tennessee, treasurer; and **Beverly Amperse**, Arizona, communications coordinator.

## Mark your calendar...

### Jan. 7-11, 2001

#### **Creating A Woman's Sabbath: Come away . . . and Rest Awhile, San Diego, CA.**

This sixth international United Methodist Clergywomen's Consultation is sponsored by the General Board of Higher Education and Ministry's (GBHEM) Division of Ordained Ministry. Information and registration forms will be available soon. Contact Marion Jackson, Section of Elders and Local Pastors, GBHEM, P.O. Box 340007, Nashville, TN 37203-0007. (615) 340-7409. E-mail: [mjackson@gbhem.org](mailto:mjackson@gbhem.org).

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in the United Methodist Church  
1200 Davis Street, Evanston, Illinois 60201

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*(And don't forget to adjust your  
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For better health for women and a healthier environment for our children, our newsletter is printed on chlorine-free, acid-free paper.



## Resources

**The Cannibal's Wife: A Memoir**, Yvonne Maes with Bonita Slunder (Herodias, 1999). This is a compelling story of abuse, professional misconduct, and violence in a religious institution. The text raises questions about the Catholic church and other religious institutions. \$25.00.

**Domestic Violence: What Every Pastor Needs to Know**, Al Miles (Fortress Press, 2000). This text is founded on interviews with survivors, professionals working in the domestic violence field, former batterers, and Catholic and Protestant clergy. It serves as a solid basis for new understanding of this pervasive problem. \$18.00.

**Sacramental Living: Falling Stars and Coloring Outside the Lines**, Dwight W. Vogel and Linda J. Vogel (Upper Room Books, 2000). Believing that God speaks everywhere and always, the Vogels show that opening ourselves to new ways of seeing life around us, enables us to see God's justice-seeking and compassion-sharing ways at work in the world. This book can help church leaders move more deeply into the sacred in their own lives and in the lives of their congregations. \$13.00.

**Seeing in the Dark: A Vision of Creativity and Spirituality**, Beverly J. Shamana (Abingdon Press, 2001). Using stories from others and from her own experiences, the author guides the reader to understand how to recognize the presence of God through many creative media. Each chapter ends with questions and options for reflection and action. The appendices include a week-end retreat model, guided meditation, and much more. \$12.00.

**Sexual Shame: An Urgent Call to Healing**, Karen A. McClintock (Fortress Press, 2001). The book is a resource for congregational discussion and for the personal liberation of those who have experienced sexual shame in their families or in the church and how to build healthy shame-free congregations. \$16.00.

**A Time for Honor: A Portrait of African American Clergywomen**, Delores C. Carpenter (Chalice Press, 2001). The author shares the struggles and triumphs of contemporary African-American clergywomen and brings the woman pastor to the foreground of consideration. \$19.99.

## VIDEO

**Love—All That and More...**, Center for the Prevention of Sexual and Domestic Violence. This video series for youth is designed to inform youth about the elements that make up healthy relationships, to increase awareness and understanding about abuse, and to motivate viewers to seek relationships based on equality and mutual respect. The three, 20-minute videos come with six-session curriculum, blackline masters for activities, and facilitator's guide for use with Christian and Jewish youth. A public school version is also available. Contact CPSDV, phone (206) 634-1903; fax(206) 634-0115; web site www.cpsdv.org. \$285. ●

## Worth repeating...

"In discovering that children are not objects of mission but partners in ministry, we have found life."

—Janet Wolf, church member  
and former pastor of Hobson  
United Methodist Church,  
Nashville



# sexual misconduct policies for local churches

General Conference has directed local churches to develop policy statements on misconduct of a sexual nature and reducing the risk of child abuse in the church. General Conference policy also calls for increased opportunities for education of church leaders and members. This updated information, adapted from a packet prepared by the General Commission on the Status and Role of Women (GCSRW) and the General Council on Finance and Administration (GCFA), is designed to help local churches address this important topic. The equally important topic of reducing the risk of child abuse will be addressed in a future supplement.

## definition of sexual misconduct

### background

¶2702.1, *The 2000 Book of Discipline*: A bishop, clergy member of an annual conference (¶ 365), local pastor, clergy on honorable or administrative location, or diaconal minister may choose a trial when charged with one or more of the following offenses:

- (j) sexual abuse; (k) sexual misconduct; or (l) sexual harassment.

## definition of sexual misconduct for person engaged in a ministerial role of leadership or pastoral counseling

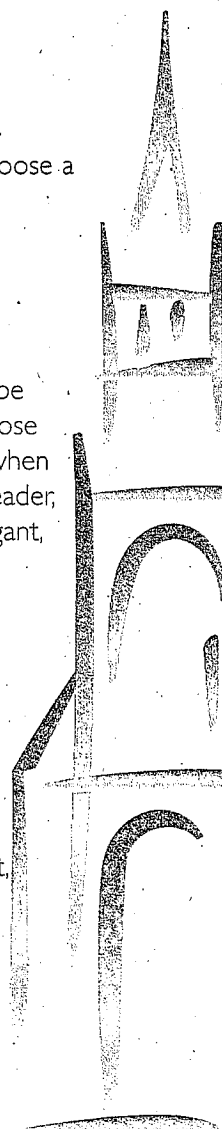
*The 2000 Book of Resolutions*, page 136: "Sexual misconduct within a ministerial relationship can be defined as a betrayal of sacred trust, a violation of the ministerial role, and the exploitation of those who are vulnerable in that relationship. Sexual abuse within the ministerial relationship occurs when a person within a ministerial role of leadership (lay or clergy, pastor, educator, counselor, youth leader, or other position of leadership) engages in sexual contact or sexualized behavior with a congregant, client, employee, student, staff member, coworker or volunteer."

### ■ Examples of ministerial relationships:

- Pastor/member of church
- Supervisor/church employee
- Youth pastor/youth
- Sunday school teacher/student
- Pastor/student intern
- Pastoral counselor/counselee

### ■ Examples of sexualized behavior: behavior that communicates sexual interest and/or content, not limited to the following:

- Displaying sexually suggestive visuals
- Making sexual comments or innuendos about one's own or another person's body
- Touching another person's body, hair or clothing
- Touching or rubbing oneself sexually in the presence of another person
- Kissing
- Sexual intercourse



## definition of sexual harassment

¶ 161.1 *The 2000 Book of Discipline*: "...any unwanted sexual comment, advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender."

## why develop a policy

There are five critical reasons that congregations should develop a policy:

1. A local church is a sanctuary and all persons need to feel safe there. A policy statement is a first step toward preventing sexual/gender harassment and misconduct of a sexual nature because it is a strong pronouncement that the church, as a sanctuary, will not tolerate misconduct.
2. The U.S. Supreme Court has made it clear that policies are crucial in defending sexual harassment litigation.
3. When misconduct occurs, the local church is seriously harmed, just as the immediate victims are harmed. Members may lose their deep religious faith; members are in conflict with one another and with the church; and the church may become involved in a painful lawsuit(s). Again, a policy statement is the first step toward prevention and thus can help avoid these deeply painful and financially devastating problems.
4. Policies also serve as an educational tool and a very important part of prevention.
5. General Conference has directed local churches to do so.

## key components of a policy

A policy statement for a local church should include the following key components:

- Underlying theological and denominational position;
- Definitions and description of what conduct is prohibited in language that is clear and understandable;
- Alternative mechanisms for reporting sexual/gender harassment and misconduct of a sexual nature (for lay misconduct and for clergy misconduct);
- A commitment to promptly and thoroughly investigate any and all allegations of harassment and misconduct, with appropriate corrective action;
- A statement about confidentiality;
- Affirmation that persons who report will not be retaliated against, that anyone with knowledge of alleged wrongs is expected to come forward, and that persons who give false information and/or reports will be disciplined.

## sample policy

Included in this supplement is a sample policy statement designed for use by local churches that includes these key components. We offer this model and suggest that congregations modify it to fit their unique needs. When a congregation completes a draft of a policy statement, we urge them to have it reviewed by local legal counsel for compliance with state laws and regulations and to ensure that it fully meets their unique needs. GCFA and GCSRW cannot serve as counsel or advisor to local churches.

## procedures

This sample policy is very simple. It does not describe procedures for addressing misconduct once it has been reported. Churches will, no doubt, need to address procedures for responding to allegations of misconduct, keeping in mind that there are already procedural requirements set forth in *The 2000 Book of Discipline* with respect to complaints against clergy.

We recommend that procedures for addressing misconduct be handled in a document that is separate from the policy statement for four primary reasons that stem from our experience with these matters:

- Policy statements which include detailed procedures may not be read or easily understood by all;
- Policy statements which include detailed procedures are more likely to be overturned by the Judicial Council;
- Procedures should be more fluid than a policy statement, with opportunity for easy revision to meet the needs of the organization;
- The purpose of procedures is to give a set of guidelines on the "how to," for those who have the responsibility to address complaints of misconduct.

## education

Ongoing and repeated education of church leaders, members, and staff is a critical component of developing and adopting a policy statement. Repeated education helps assure ongoing compliance in years to come. Education also helps church leaders, members, and staff gain awareness of and sensitivity to behaviors that might be viewed as harassing or abusive. Education helps church leaders understand the multiple facets of misconduct: how to prevent harassment and misconduct; how to respond appropriately to complaints and allegations; how to investigate; and how to follow up.

Numerous opportunities for education are available from various sources, such as seminars and workshops through the annual conference, experts and professionals in the community, and other sources.

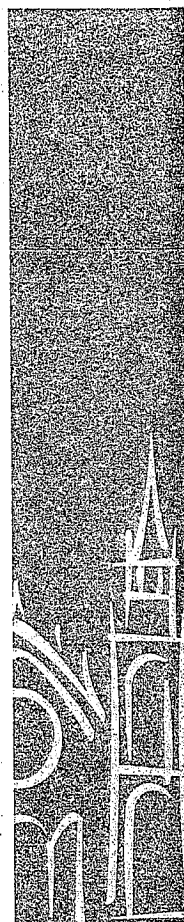
## dissemination of the policy

The U.S. Supreme Court and Equal Employment Opportunity Commission have made it clear that simply creating a policy is not enough. Organizations must take active steps to disseminate the policy to all staff. Posting the policy on a bulletin board by itself is not adequate! Active steps must be taken to ensure that all staff and leaders have the policy (now and in the future), understand it, and follow it. Examples for ensuring adequate dissemination of the policy:

- Give it to all new staff on their first day of employment;
- Post it on the bulletin board;
- Give it to all leaders and volunteers;
- Put it in the church newsletter once a year;
- Review annually with all staff, leaders and volunteers and also at charge conferences and church council committee meetings;
- Post it on the church's web site;
- Ask all staff to acknowledge receipt of the policy in writing;
- Add it to the personnel manual.

## in summary

It is important to remember that policy documents are intended to be used for education, prevention and guidance on appropriate responses to incidents of harassment and misconduct. A simple policy statement on harassment and misconduct sets the tone and foundation for the church's comprehensive response. Even if a congregation already has a policy statement, we hope this supplement will inspire and encourage local church leaders to review existing policy(ies), to prepare or update basic policy statements, to develop guidelines for prevention, response and intervention specific to ministerial settings (such as children and youth), and provide educational opportunities.



Visit the GCSRW web site for an extensive listing of print, video, and internet resources on clergy sexual misconduct and related concerns.

[www.gcsr.wor](http://www.gcsr.wor)

## SAMPLE

### Local United Methodist Church

#### Basic policy statement on sexual and gender harassment and misconduct of a sexual nature

The \_\_\_\_\_ United Methodist Church affirms *The 2000 Book of Resolutions, Sexual Abuse Within the Ministerial Relationship and Sexual Harassment Within the Church*, which states that sexual abuse within the ministerial relationship and sexual harassment within the church as incompatible with biblical teachings of hospitality, justice and healing. In accordance with *The 2000 Book of Discipline*, ¶161F, all human beings, both male and female, are created in the image of God, and thus have been made equal in Christ. As the promise of Galatians 3:26-29 states, all are one in Christ, we support equity among all persons without regard to ethnicity, situation, or gender.

Sexual abuse within the ministerial relationship occurs when a person within a ministerial role of leadership (pastor, educator, counselor, youth leader or other position of leadership) engages in sexual contact or sexualized behavior with a congregant, client, employee, student, staff member, coworker or volunteer.

Sexual harassment is any unwanted sexual advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating, or coercive. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment or intimidating or coercive behavior that threatens or results in a tangible employment action (*The 2000 Book of Discipline* ¶161I).

Gender harassment is behavior that is harassing in nature against a woman because she is a woman and against a man because he is a man.

Sexual harassment is any unwanted sexual advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating, or coercive. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender (*The 2000 Book of Discipline* ¶161).

Sexual abuse within the ministerial relationship involves a betrayal of sacred trust, a violation of the ministerial role and exploitation of those who are vulnerable. Similarly, gender or sexual harassment are usually understood as exploitations of power relationships rather than as exclusively sexual or gender issues.

Sexual and gender harassment, sexual abuse and misconduct of a sexual nature within the life of the Church interfere with its moral mission. \_\_\_\_\_ United Methodist Church prohibits and will not tolerate these behaviors, which are sinful, demeaning, abusive and wrong. The \_\_\_\_\_ United Methodist Church commits itself to fair and expedient investigation of any complaint of sexual and gender harassment, sexual abuse or misconduct of a sexual nature within the church and to take action deemed appropriate and in compliance with the *The 2000 Book of Discipline*. Further, the \_\_\_\_\_ United Methodist Church bears affirmative responsibility to create an environment of hospitality for all persons, male or female, which is free of these sins and encourages respect, equality and kinship in Christ.

Some instances of harassment can be resolved informally by conversation between the parties or facilitated mediation. In all other instances, the conduct must be reported immediately to the chair or another member of the Pastor-Parish Relations Committee and the pastor in charge. If the conduct involves the pastor in charge or another clergy person, it must be reported to the pastor's supervisor, district superintendent or the bishop.

The \_\_\_\_\_ United Methodist Church will not retaliate against any person who brings forward a complaint. All staff leaders and members are expected to immediately report any knowledge of harassment, abuse or misconduct to any one of the persons listed above. Prompt and appropriate investigation and corrective action will be taken, including discipline. Persons who make false accusations will be disciplined.

While the \_\_\_\_\_ United Methodist Church cannot guarantee absolute confidentiality, it will make every reasonable effort to maintain confidentiality by disclosing information about the complaint only on a "need to know" basis.

Anyone who has any questions or concerns about this policy or the issues addressed is encouraged to air those questions or concerns to the PPRC or \_\_\_\_\_.

for more information

General Commission on the Status and Role of Women, 1200 Davis St., Evanston, IL 60201

Phone: (800) 523-8390. Fax: (847) 869-1466. Web site: [www.gcsrw.org](http://www.gcsrw.org) E-mail: [GCSRW@gcfa.org](mailto:GCSRW@gcfa.org)