

The Committee on Sexual Exploitation

MEMBERSHIP

Robert M. Anderson, Diocese of Minnesota
Dorothy A. Beattie, Diocese of California
Virginia Brown-Nolan, Diocese of Chicago
Marjorie A. Burke, Diocese of Massachusetts, *Co-chair*
James C. Fenhagen II (resigned), Diocese of New York
John P. Streit (replacement), Diocese of Massachusetts
Edward W. Jones, Diocese of Indianapolis
Margo Maris, Diocese of Minnesota, *Co-Chair*
Cabell Tennis, Diocese of Delaware
J. Patrick Waddell, Diocese of El Camino Real, *Secretary*

Harold A. Hopkins, Jr., Office of Pastoral Development, *Staff*
Sister Helena Marie CHS, *Staff*

The Rt. Rev. Cabell Tennis is authorized by the Committee to receive non-substantive amendments to the report in the House of Bishops.

The Rev. Virginia Brown-Nolan is authorized by the committee to receive non-substantive amendments to the report in the House of Deputies.

INTRODUCTION

This Committee was created by Resolution B052a of the 1991 General Convention. Resolution B052a reads:

Resolved, the House of Deputies concurring, That the 70th General Convention of the Episcopal Church declares that sexual abuse, coercion, and harassment of adults and minors by clergy and church employees are abuses of trust, a violation of the Baptismal Covenant, contrary to Christian Character, and are therefore wrong; and be it further

Resolved, That the 70th General Convention of the Episcopal Church establish a Committee on Sexual Exploitation to be appointed by the Presiding Bishop and the President of the House of Deputies to work with the Office of Pastoral Development. It shall be the duty of the Committee on Sexual Exploitation to study, educate, develop curriculum, and propose policy and standards of conduct on sexual abuse, exploitation, coercion, and harassment, and to advise the Office of Pastoral Development as resource persons. The membership of the committee is to be representative as to sex, race, and ethnic diversity. The Committee will report to the 71st General Convention.

THE BLUE BOOK

BACKGROUND

The history of our faith is covenantal. Scripture tells us of God's covenant with Abraham and Sarah, with Moses and the people of Israel. We understand that God established a new covenant in Jesus, reaching out to those not included in the original covenant with Israel.

Just as Holy Scripture records a history of covenants, both between God and humankind, and among the people, it also recounts instances of broken covenants, of the failure of people to keep trust or honor commitments: the people forming a golden calf while Moses was receiving the commandments, David abusing his authority as ruler of Israel to seduce Bathsheba and arrange for her husband Uriah's death. It is clear that being people of faith is no guarantee against acting unfaithfully, breaking trust and betraying commitments. Scripture is also clear that when covenants are broken and trust betrayed, pain, hurt, and mistrust ripple outward, often far beyond the original situation or relationship.

While our faith does not insure perfection, it calls us to action when the covenant is broken. The prophet Nathan confronted King David, naming his betrayal and pronouncing God's judgment. In this way Nathan not only reminded David of the ultimate source of his authority and power, but also helped restore the covenant of trust within the community. The people saw that there were consequences of David's behavior and that God was ultimately in charge. As a result trust could be rebuilt and healing could begin.

In the past few years the Church has become increasingly aware of sexual misconduct among its leaders, both ordained and lay. As uncomfortable as it is to contemplate, our faith calls us to examine carefully all the issues of sexual misconduct. We need to educate ourselves in order to prevent, as much as possible, instances of sexual abuse, exploitation, and harassment. We also need to be clear about the best ways to respond when abuse, exploitation, and harassment occur so people who have been harmed can be helped to feel whole and safe, and healing and the restoration of trust in the larger community can be rebuilt.

SUMMARY OF THE COMMITTEE'S WORK

The Committee on Sexual Exploitation has worked in the past triennium to address these issues and to develop resources to help dioceses and parishes address these issues.

The Committee has met four times: twice at Maryhill Center in St. Paul MN, once at Mercy Center in Burlingame CA, and once at Kanuga Center in Hendersonville NC. In our meetings we have consulted with and advised the following persons: the National Chancellor, David Beers; the Director of Clergy Wellness at the Church Pension Fund, David Ryder; the Chancellor of the Diocese of Southern Ohio, Samuel Allen, who was representing the Standing Committee on Constitution and Canons; a consultant on congregational care issues, Nancy Hopkins, who also assisted members with self-care concerns.

The Committee reported in June 1993 to the Executive Council, meeting in Minneapolis, Minnesota.

The Committee convened a meeting of representatives from the national Church offices and the Church Insurance Company to initiate and coordinate plans for developing

appropriate educational materials to help dioceses with the required training for insurance purposes by the Church Insurance Company.

The Committee has produced and is readying for distribution at General Convention a Manual, containing both tutorial material that provides background for dealing with issues of misconduct, as well as suggestions for diocesan policies and procedures. This Manual is intended to assist dioceses with devising their own diocesan Policies and Procedures. The Manual also contains the educational materials referred to above. Draft copies of both the Manual and the educational material were circulated for comment.

The Committee received a United Thank Offering grant to fund the development and distribution of educational materials around issues of healing and reconciliation. The funds will be drawn during the spring of 1994 as the materials are written and printed.

Committee members consulted with various dioceses around the country on local diocesan policies and procedures.

The Committee has done substantive work in the past three years but believes that much important work remains. Our goals for the coming triennium are as follows:

- To provide access for training of response team members, who would be available to help those affected by sexual misconduct.
- To establish a central toll free "800" telephone number that would be available to aid victims with victims' advocate resources.
- To work in coordination and consultation with the Office of Pastoral Development to continue to hold before the wider Church the reality and the importance of issues of sexual misconduct on the part of Church leaders, lay and ordained.
- To further refine policies, procedures, and educational materials related to the issue of sexual misconduct, and for members of the Committee to continue to provide support and consultation to dioceses who request it.

FINANCIAL REPORT

The Committee's work was funded through the Office of Pastoral Development, with some additional funds from the Presiding Bishop's Office. Expenses were as follows:

	<i>1992</i>	<i>1993</i>	<i>1994 (budgeted)</i>
Meetings	\$7,500	\$20,750	\$8,100
Consultants	\$3,800	\$4,750	\$1,000
Administration	\$1,000	\$2,500	\$1,000
Printing and Mailing			\$2,000

THE BLUE BOOK

RESOLUTIONS OF THE COMMITTEE

Resolution #A063

Continuation of the Committee

1 *Resolved*, the House of _____ concurring, **That the 71st General Convention of the**
2 **Episcopal Church declares that sexual abuse, coercion, and harassment of adults and**
3 **minors, known collectively as sexual misconduct, by clergy and Church employees**
4 **remains a problem in this Church, despite much work done in the past triennium; and**
5 **be it further**

6 *Resolved*, **That the Committee on Sexual Exploitation established by the 70th General**
7 **Convention (in Resolution B052a) be continued for another triennium, and that the**
8 **Presiding Bishop and the President of the House of Deputies be asked to maintain the**
9 **same standards of membership established by the 70th General Convention; and be it**
10 **further**

11 *Resolved*, **That the Committee on Sexual Exploitation be directed to complete their**
12 **work presented to this Convention, to closely examine the issues related to sexual**
13 **misconduct by lay employees and volunteers, and to provide themselves as a resource**
14 **for the entire Church to draw from in dealing with these issues.**

EXPLANATION

The work specified in Resolution B052a has been only partially completed. There is a growing need to educate the whole Church about the consequences of sexual misconduct. There is a continuing need to refine the preventive measures proposed, to measure their effectiveness, and to measure the effectiveness of the educational materials.

The Church is only beginning to understand the potential magnitude of this problem within our community of faith. The feedback from the evaluation of draft documents indicates that the initial steps taken during the previous triennium are simply the beginning, rather than final and complete.

Resolution #A064

Authorize Pastoral Development Contract for "800" Number

1 *Resolved*, the House of _____ concurring, **That the 71st General Convention of the**
2 **Episcopal Church acknowledges that sexual misconduct remains a problem in this**
3 **Church, and accepts with gratitude the work done on this problem by the Committee**
4 **on Sexual Exploitation, the Office of Pastoral Development, and the Church**
5 **Insurance Company, amongst others, in dealing with this issue; and be it further**

6 *Resolved*, **That the 70th General Convention of the Episcopal Church authorize the**
7 **Office of Pastoral Development to establish, either directly or by contract with**
8 **another entity, a nationwide "800" telephone number for referrals to qualified and**
9 **trained Victims' Advocates.**

EXPLANATION

The people seeking to address the pain and hurt caused by sexual misconduct need a referral resource in order to understand the variety of options available to them as they seek to bring their sexual abuse, exploitation, and/or harassment to the attention of the appropriate body inside the Episcopal Church.

To begin with, the 800 number would be available as a referral resource for victims. After advocates have been trained in various provinces, dioceses and other episcopal entities, the 800 number would also give advocates trained people to "coach" them through more difficult cases. Because of the polity of the Episcopal Church, the action needed for redress of these accusations of sexual misconduct would be referred locally (mainly to dioceses). The advocates to whom these calls are referred will, in most cases, work with local diocesan officials.

Use of this 800 number is not intended to bypass any diocesan body but rather to help the victims/complainants get more quickly to the nearest resource for help.