

## INSTITUTIONAL WELLNESS AND THE PREVENTION OF SEXUAL MISCONDUCT TASK FORCE

### MEMBERSHIP

Sally Johnson, Esq., *Co-Chair*, Church Pension Group (CPG)  
The Rt Rev. F. Clayton Matthews, *Co-Chair*, Office of Pastoral Development  
The Rt Rev. R. F. Cederholm, Jr (Bud), Bishop Suffragan, Diocese of Massachusetts  
The Rev'd John Melcher, National Network of Episcopal Clergy Associations (NNECA), *resigned*  
Ms. Beth Matthews, National Network of Lay Professions (NNLP)  
Ms. Cynthia Barnes, Nathan Network  
The Rt Rev. Catherine M. Waynick, Disciplinary Policy and Procedures Task Force (Title IV Revisions)  
Ms. Eve Van Sice, Standing Commission on Ministry Development, *resigned*  
The Very Rev'd Robert Munday, Council of Seminary Deans, *resigned*  
The Rev. Virginia Herring, former chair, Committee on Sexual Exploitation (COSE)  
Ms. Carol Stevenson, National Network of Lay Professionals, *Member until October 2005*

### WORK SUMMARY

The Task Force held its organizational meeting on January 18 and 19, 2005 at the Episcopal Church Center in New York City. Prior to the meeting, documents were distributed to the membership to provide a history of resolution (*GC Resolution 2003–A023*) that created this task force including:

- Committee on Sexual Exploitation's (COSE) 2000 and 2002 survey of all diocesan sexual exploitation and harassment policies;
- Model Policies for the Protection of Children and Youth from Abuse (CPG and Nathan Network);
- The 2003 Blue Book Report from the Task Force on Title IV revisions (2000–A028);
- A current draft of the Title IV revisions with a summary and a flow chart.

In this triennium, the Task Force undertook the following projects.

Regarding sexual misconduct prevention:

- I. Discussed Title III training for deacons and priests in the areas of sexual misconduct prevention, Title IV, and anti-racism, III.6.3(c) and III.8.2(c), with the Standing Commission on Ministry Development (SCMD) and began conversations about coordinating the work of seminaries and other institutions in these areas.
- II. Collaborated with representatives of CPG, the Church Insurance Company, the Office for Ecumenical and Interreligious Relations at the Church Center, and other organizations, to create the "Interdenominational Survey of Clergy and Congregational Members on Experiences of Inappropriate Sexual Behavior." Kingsly and George Gallop (from a private organization) helped the Task Force define the purpose of the survey and discussed how random sampling could help discover the extent of the problem. Matthew Price (CPG) built the survey which was designed to illustrate the interactions that church members have had with clergy. Researchers at John Jay College and Hartford Seminary also consulted on the project. The project, which will need to be funded through sources outside the General Convention budget, is estimated to cost between \$20,000 and \$50,000 for the Pilot Phase of the project. Interdenominational partners may be able to help secure funding.
- III. Reviewed and commented on the work of the Task Force on Title IV Revisions.
- IV. Discovered that, as of January 1, 2005, five of the thirty dioceses not currently insured by the Church Insurance Company (CIC) have not revised their misconduct policies since the early 1990s. Eleven of these thirty dioceses are in the process of revising their policies. Fourteen did not respond to the Task Force's inquiry.

- V. Sally Johnson and Clay Matthews are coordinating plans to offer a September 2006 training workshop on the use of Title IV for the more than thirty bishops who have been consecrated since the last training session in 2001.
- VI. A new generation of Policies and Procedures for Adult Sexual Exploitation and Harassment was begun. A set of theological talking points was developed and CPG has contracted for the development of educational and training material for the prevention of exploitation and harassment in the workplace which will be released in 2006.

Regarding child abuse prevention:

- I. Collaborated with CPG as they completed the first phase of a pilot program of web-based child sexual abuse prevention education. Six dioceses were involved and a high rate of success was achieved. This program will be expanded in late 2006 and a format for additional educational resources will be distributed.
- II. Collaborated with CPG in developing a form for background checks on lay employees who work with children. The results of this work will be published in 2006.
- III. Conducted research into what clergy wellness tools are currently being used and developed in different parts of the church. A progress report on this topic reveals a rich diversity of resources designed to prevent clergy “burnout.”

The Task Force has set the following goals for the next triennium:

- I. Increase multi-cultural participation in the development of educational training material.
- II. Survey seminaries and diocesan formation programs regarding sexual misconduct prevention training and education.
- III. Survey Commissions on Ministry about their tools for evaluating the psychological wellness of aspirants.
- IV. Ecumenical training materials for the prevention of misconduct should be developed in concert with the interdenominational research described above.

The church will benefit from the partnerships which have been richly explored by the Task Force, and exciting new ecumenical relationships in the area of institutional wellness are burgeoning. The Task Force’s work will lead to a larger and more diverse pool of resources to which all Episcopal institutions will have access. This work has only begun and issues of institutional wellness and the prevention of sexual misconduct will never be fully addressed. Responsibility for these issues needs to formally rest with one church body and that Task Force is eager to continue overseeing this work in the next triennium.

### **Resolution A156 Sexual Exploitation**

- 1 *Resolved*, The House of \_\_\_\_\_ concurring, That the 75<sup>th</sup> General Convention of the Episcopal Church recommit
- 2 itself to the position taken by the General Convention in Resolutions 1991–B052 and 1994–A063 that sexual
- 3 exploitation of adults by clergy and church employees have been and continue to be of deep concern to this
- 4 Church, are abuses of trust, a violation of the Baptismal Covenant, contrary to Christian Character, and are,
- 5 therefore wrong; and it be further
- 6 *Resolved*, That this Church acknowledge a clear and firm commitment to protect persons in the church from
- 7 sexual exploitation; that we support this commitment with clear and firm policies and procedures for the well
- 8 being of all; and that we commit this Church to being and becoming a place where people are safe from sexual
- 9 exploitation; and be it further
- 10 *Resolved*, That each diocese adopt policies for the protection of those served by diocesan programs or personnel
- 11 from sexual exploitation by clergy, Church employees or Church volunteers and that dioceses assist
- 12 congregations in the development of such policies and procedures that address the following:
- 13 1. A screening and selection process for all clergy, lay employees and volunteers who work with vulnerable
- 14 adults or who provide pastoral counseling, pastoral care, spiritual direction, or the sacraments.
- 15 2. The articulation of behavioral standards for clergy, lay employees, and volunteers who work with vulnerable
- 16 adults or who provide pastoral counseling, pastoral care, spiritual direction, or the sacraments regarding
- 17 appropriate behavior and inappropriate sexual or sexualized behavior towards adults to whom they are
- 18 ministering.

- 1 3. Education and training regarding appropriate behavior and inappropriate sexual or sexualized behavior  
2 towards adults to whom they are ministering.  
3 4. Guidelines for responding to concerns of sexual exploitation; and be it further  
4 *Resolved*, That each diocese shall report to the House of Bishops Committee on Pastoral Development prior  
5 to the Spring 2009 House of Bishops meeting with a copy of its adopted and implemented policy and an  
6 evaluation of the history of its use. A summary report shall be made to the House of Bishops Spring 2009  
7 meeting and a full report made to the 76<sup>th</sup> General Convention.

**Resolution A157 Sexual Harassment**

- 1 *Resolved*, The House of \_\_\_\_\_ concurring, That the 75<sup>th</sup> General Convention of the Episcopal Church recommit  
2 itself to the position taken by General Convention in Resolutions 1991–B052 and 1994–A063 that sexual  
3 harassment of adults by clergy and church employees have been and continue to be of deep concern to this  
4 Church, are abuses of trust, a violation of the Baptismal Covenant, contrary to Christian Character, and are,  
5 therefore wrong; and it be further  
6 *Resolved*, That this Church acknowledge a clear and firm commitment to protect employees in the Church from  
7 sexual harassment; that we support this commitment with clear and firm policies and procedures for the well  
8 being of all; and that we commit this Church to being and becoming a place where employees are safe from  
9 sexual harassment; and be it further  
10 *Resolved*, That each diocese adopt policies for the protection of diocesan employees from sexual harassment  
11 by clergy, Church employees, or Church volunteers, and that dioceses assist congregations in the development  
12 of such policies and procedures that address the following:  
13 1. A screening and selection process for all clergy and lay employees and those volunteers who supervise  
14 clergy or lay employees;  
15 2. The articulation of behavioral standards for all clergy and lay employees and those volunteers who supervise  
16 clergy or lay employees;  
17 3. Education and training for clergy, Church employees, and those volunteers who supervise clergy or Church  
18 employees on what constitutes sexual harassment, appropriate and inappropriate behaviors, and what to  
19 do if they have concerns about sexual harassment in the workplace as well as education and training for  
20 those who supervise clergy or Church employees on taking steps to eliminate sexual harassment from the  
21 workplace and responding to concerns about sexual harassment in the workplace;  
22 4. Guidelines for responding to concerns of sexual harassment; and be it further  
23 *Resolved*, That each diocese shall report to the House of Bishops Committee on Pastoral Development prior  
24 to the Spring 2009 House of Bishops meeting with a copy of its adopted and implemented policy and an  
25 evaluation of the history of its use. A summary report shall be made to the House of Bishops Spring 2009  
26 meeting and a full report made to the 76<sup>th</sup> General Convention.

**Resolution A158 Continue Task Force**

- 1 *Resolved*, the House of \_\_\_\_\_ concurring, That the Task Force on Institutional Wellness and Prevention of  
2 Sexual Misconduct established by the 75<sup>th</sup> General Convention continue for another triennium, and that the  
3 established standards of membership be maintained; and be it further  
4 *Resolved*, That the Task Force continue its work to study and gather information concerning matters of  
5 institutional wellness for the prevention of sexual misconduct. Its study to include such concerns as screening,  
6 selection and training of clergy, lay employees and volunteers; monitoring and supervision; behavior  
7 management; incident investigation; and the articulation of pastoral standards and codes of ethical behavior;  
8 and be it further  
9 *Resolved*, That the General Convention request the Joint Standing Committee on Program, Budget and Finance  
10 to consider the allocation of \$50,000 for the implementation of this resolution.