

Presbytery of the James Boundaries Training Mandate Policy

As adopted February 17, 2024

I. Introduction

Healthy Boundary training is mandatory in the Presbyterian Church (USA). The workshops or training equip all clergy to recognize healthy boundaries in ministry relationships. Healthy and vital ministries rely on trust and mutual support to create spaces of welcome and safety for all. Leaders must understand the role of power and vulnerability to create and maintain healthy boundaries and choose healthy self-care strategies. In compliance with BoO G-3.0106, the Presbytery adopts this policy to address the requirement for boundary training for all its members. This policy outlines the mechanisms for training and accountability with respect to boundary violations.

II. Scope

- a. This policy applies to all Book of Order defined members of the Presbytery of the James, which includes:
 - Ministers actively involved in any exercise of their office (G-2.0503)
 - Retired ministers(G-2.0503)
 - Inquirers and Candidates for Ordination (G-2.0603)
 - Commissioned Ruling Elders and Pastors (G-2.1002)
 - Candidates for Commissioned Pastor (G-2.1002)
 - Certified Christian Educators (G-2.1103)
- b. Presbytery of the James also applies this policy to
 - Ruling Elders during terms of elected services to the Presbytery. (G- 3.0301).
- c. Presbytery of the James further applies the provisions of this policy to any congregation members serving on
 - Presbytery Committees
 - Presbytery Commissions
 - Presbytery Ministry Teams
 - Task Force Teams
 - Or other entities
- d. Presbytery of the James staff members who are not ordained to serve under the provision of Presbytery Personnel Policies with regard to misconduct.

III. Boundary Training Requirements

- a. Frequency: All members shall complete boundary training every 36 months (BoO G-3.0106).
- b. Initial Notice: Members will be notified by Presbytery Staff and given a 60-day window to complete the required training.
- c. Curriculum: The training shall be comprehensive, incorporating elements of sexual misconduct and child sexual abuse prevention, and employing discussions, case studies, and role-playing exercises to ensure thorough understanding. COM has the final authority for approving acceptable curricula, both online and in person.
 - i. Clergy Ethics and Congregational Boundaries, developed by CONGREGATIONU will be our online curriculum. The course is a seven module/two hours, and costs \$29.00. The cost is borne by the individual taking the training.
 - ii. COM will offer in-person training on a regular basis.
- d. Certification: Within 14 days of completing training, members shall forward a copy of their completion certificate to certificate@presbyteryofthejames.org

- e. Record-Keeping: The Presbytery Office will maintain a centralized database tracking the training status of each member, including the date of their last training and certification status.

IV. Responsibilities

- a. Member
 - i. It is the responsibility of the member to be compliant with this policy.
- b. COM
 - i. Training Schedule: COM will create and maintain a schedule for regular boundary training opportunities, ensuring that each member has access to the required training.
 - ii. Communication: COM will notify all members about upcoming training opportunities in advance through various channels like email, newsletters, and the Presbytery's website.
 - iii. Facilitation: COM will be responsible for identifying qualified trainers to conduct the training sessions. These trainers may be internal experts or contracted professionals.
 - iv. Online Options: Online training modules shall also be made available. These modules should be completed within a set timeframe to obtain certification.
- c. Stated Clerk
 - i. Compliance: The Stated Clerk will oversee issues of non-compliance. Non-compliance is a chargeable offense under the Rules of Discipline (BoO D-2.0302).

By implementing this Boundaries Training Mandate, the Presbytery of the James aims to mitigate risks related to boundary violations and ensure a safe, respectful environment for all its members. Compliance with these policies is mandatory and essential for the spiritual and communal well-being of the Presbytery.

Note:

Also on February 17, 2024, the Presbytery approved this recommendation from the COM:

That presbytery approve the deadline of June 1, 2024, for all required persons to complete training to come into compliance with the Presbytery of the James Boundaries Training Mandate Policy.