

Boundaries Training Mandate Policy
Providence Forge Presbyterian Church

I. Introduction

Healthy Boundary Training is mandatory in the Presbyterian Church (USA). The training equips all clergy to recognize healthy boundaries in ministry relationships. 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 has adopted a policy to address the requirement for boundary training for all its members. This policy for Providence Forge Presbyterian Church 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 leadership of Providence Forge Presbyterian Church, which includes:

- Ministers actively involved in any exercise of their office (G-2.0503)
- Retired ministers(G-2.0503)
- Commissioned Ruling Elders and Pastors (G-2.1002)
- Ruling Elders during terms of elected services (G- 3.0301)
- PFPC Staff and S-Leaders

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 the Policy and Personnel Chair 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. Policy and Personnel in consultation with the Session have 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 will be borne by Providence Forge Presbyterian Church.

ii. Leadership of PFPC 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 the Policy and Personnel Chair at pandp@pfpc.org.

e. Record-Keeping: The Policy and Personnel Chair 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.

REQUIRED BY PCUSA

APPROVED BY SESSION 8-4-2024

b. PFPC

- i. Training Schedule: Policy and Personnel will create and maintain a schedule for regular boundary training opportunities, ensuring that each member has access to the required training.
 - ii. Communication: Policy and Personnel will notify all members about upcoming training opportunities in advance through various channels like email, newsletters, and the PFPC website.
 - iii. Facilitation: Policy and Personnel 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. Clerk of Session
- i. Compliance: The Clerk of Session 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, Providence Forge Presbyterian Church 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 PFPC.