

**TITLE: ROCKY MOUNTAIN CONFERENCE ETHICS AND SEXUAL
 MISCONDUCT PREVENTION TRAINING**

ACTION TO BE VOTED ON:

1 Every person as identified in Schedule A must attend a Rocky Mountain Conference Ethics and
2 Sexual Misconduct Prevention Training at least once every four years. Equivalent training may
3 be substituted with the approval and reporting of the respective district superintendent.
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5 Persons as identified in Schedule B must attend a Rocky Mountain Conference Ethics and
6 Sexual Misconduct Prevention Training at least once every four years if the person is serving in a
7 ministry setting either by appointment of the Cabinet or by arrangements with the ministry
8 setting.
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10 Persons as identified in Schedule C will be required to attend a Rocky Mountain Conference
11 Ethics and Sexual Misconduct Prevention Training at least once every four years at the discretion
12 of the respective district superintendent. Equivalent training may be substituted with the
13 approval and reporting of the respective district superintendent.
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15 The annual Report Form received from each persons as per Schedule A, Schedule B, and
16 Schedule C shall include the following question: “When and where did you last attend a Rocky
17 Mountain Conference Ethics and Sexual Misconduct Prevention Training?” The office of
18 superintendent shall review each report to insure compliance.
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20 When a person fails to meet this requirement the matter will be referred to the Bishop pursuant to
21 THE BOOK OF DISCIPLINE, Par. 2702.1.d (Failure to perform the work of ministry), Par. 340
22 (Responsibilities and Duties), Par. 362 (Complaint Procedures).
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24 Schedule A

- 25 AF - Affiliate Member
- 26 AM - Associate Member
- 27 DM - Diaconal Member
- 28 DP - Probationary Deacon from Another Conference
- 29 FD - Deacon in Full Connection
- 30 FE - Elder in Full Connection
- 31 FL - Full-time Local Pastor
- 32 OA - Associate Member, Other Conference
- 33 OD - Deacon, Other Conference
- 34 ODP - Probationary Deacon, other Conference

35 OE - Elder, Other Conference
36 OF - Full Member, Other Conference
37 OP - Probationary Member, Other Conference
38 OR - Retired Member Other Conference
39 PD - Probationary Deacon
40 PE - Probationary Elder
41 PL - Part-time Local Pastor
42 PM - Probationary Member (92 Bk of Discipline)
43 Schedule B
44 RAF - Retired Affiliate Member
45 RD - Retired Deacon
46 RDIAC - Retired Diaconal Minister
47 RE - Retired Elder
48 RL - Retired Local Pastor
49 RP - Retired Probationary Member
50 Schedule C
51 SLP - Student Local Pastor
52 SY - Supply Pastor

EFFECTIVE:: July 1, 2006

TERMINATION DATE: Permanent

FINANCIAL IMPACT: \$7,150 per year beginning in 2007.

ORIGINATOR OF THE PETITION

Ethics & Education Committee
Cabinet of Rocky Mountain Conference

PERSON TO PRESENT PETITION TO CONFERENCE:

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RATIONALE: Not debatable

53 Sexual harassment remains a problem within the United Methodist Church, and laity need more
54 education about the issue. Those are among the preliminary findings from a sexual harassment
55 survey distributed early 2005 by the denomination’s Commission on the Status and Role of
56 Women. A previous survey in 1990 defined sexual harassment as any sexual-related behavior
57 that is unwelcome or offensive or fails to respect the rights of others. The responses showed a
58 significant difference between clergy and laity in terms of awareness of United Methodist
59 policies on sexual harassment, according to the Rev. Gail Murphy-Geiss, commission president.
60 “Gender did not make any difference in awareness”, she said. But she added that few women
61 knew where or how to report harassment. A full 67.3 percent of the respondents said they had
62 experienced or observed harassment.
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64 **Ethical & Education Committee**
65 **Prevention - Intervention - Transformation**
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67 **History:** The Committee began its work in 1990 to develop a Conference Policy and Procedures
68 Manual. In 1992, a “Design Team” was formed to develop for the conference an educational
69 plan. For two years persons (two female laity, two male laity, and one male clergy) with staff
70 support from the assistant to the bishop developed a plan. During our own education and
71 training, the Committee was requested by the bishop to provide Response Team services and has
72 continued to provide such services on request. During 1994 and 1995, the Team provided more
73 than 40 full days of training across the Conference. A total of 26, 457 miles were traveled by the
74 Team to provide one day training at 40 different sites. A total of 1,541 clergy and laity were
75 trained at the 40 training sites.
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77 As the work of the Committee became known to other conferences, denominations and the
78 general church, request for services and information became a part of our task. An average of
79 one call per day from within the conference boundaries, plus an average to two to three call a
80 week from the outside the conference occurred. At the 1999 Annual Conference Session, a
81 petition (AC07) that required all clergy (and strongly encouraged all lay leadership) to participate
82 in a training update every four years. We are in the final year of the second cycle. In accordance
83 with the Petition AC07, beginning in 1999 a total of 55, training have been held with attendance
84 of 1,211, clergy and laity. Three training are schedule between April 2006 and June 2006.
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86 Response team services have been requested on 22 separate occasions within the Conference.
87 Violators were clergy and laity. All aggrieved parties have been laity. Duration of intervention
88 and transformation (healing) varies with each case.

Purpose and Process

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Prevention

Purpose

To provide education and training of clergy and laity in the Rocky Mountain Conference.
To create an awareness of the ethical standard as provided by THE DISCIPLINE of the United Methodist Church and standards as adopted by action of the Conference.

Process

All training are led by a two member team. Training are schedule over a three year period throughout the Conference. The design is to accommodate persons in a 100 mile radius of the training site. All training is on Saturday.

Intervention

Purpose

To respond with care to a situation whereby the standards as set forth in the manual and THE BOOK of DISCIPLINE have been violated.
To respond with care to the violator of such standards.
To respond with care to the aggrieved person(s) of such violations.
To care for any and all involved person(s) and effected institutions

Process

To perform such response of care in accordance with and guidance of the bishop and cabinet.

Transformation

Purpose

To assist in the healing process of all involved persons and effected institutions
To educate and allow understanding for the transformation of the violator
To provide care and sustaining recovery for all aggrieved parties

Process

To provide healing opportunities in accordance with guidance of the bishop and cabinet