

Andover Association, United Church of Christ
Boundary Awareness Policy
Adopted May 2, 2010

The Andover Association affirms the following “Scope of Purpose” to be used at all BAT sessions:

***Scope of Purpose:** We are covenanted together as clergy to help and support one another, each of us knowing that when we are in isolation we are at our most vulnerable place. The resources for active, healthy and fruitful conversation are in the room, and over the next two days we hope to raise awareness and engage one another in this broad and complicated realm known as Boundary Awareness Training. The goal will be for us to be exposed to the ideas and concepts around the topic of appropriate relational boundaries within the ministry. But this is only a beginning of education and dialogue toward healthy ministerial relationships and self-care. We hope to promote continued dialogue with ongoing opportunities to discuss the hard and gray areas that make up so much of the space within our profession. We are not experts on the subject – we are facilitators that have spent time with the material and have created a structure to hold this conversation.*

Any minister who is authorized or seeking authorization from the Andover Association will be required to take Boundary Awareness Training (BAT). This includes ordained, licensed, commissioned, members in discernment, those seeking dual standing and privilege of call, as well as retirees who are doing more than just occasional pulpit supply work.

- **IMPLEMENTATION:**
 - All ministers currently authorized by the Andover Association have three years from the date this resolution is passed to complete BAT. (May 2, 2010)
 - Any minister authorized by the Andover Association after the date this resolution is passed must complete BAT within one year of the date they begin working or the date they are authorized by the Andover Association, whichever date comes first.
 - Ministers who have been authorized for at least three years – whether currently authorized by the Andover Association or those who are authorized by the Andover Association after the date of this resolution – who have completed a qualified BAT program within three years prior to the date of this resolution may meet this requirement by presenting to the Committee on Ministry written proof of this fact.
- **QUALIFICATION:**
 - For a BAT program to fulfill this requirement, it must be a two day BAT program designed to qualify authorized ministers to retain their standing.
 - It shall be the responsibility of the Andover Association Committee on Ministry to offer such programs on a regular basis.
 - Ministers may also qualify by taking such a program offered by any Covenanted Partner and recognized by the Andover Association Committee on Ministry.

- RECORD KEEPING:
 - It shall be the responsibility of the Andover Association Committee on Ministry to maintain the records of the qualification dates or deadlines for such dates of all of its authorized ministers.
- NOTIFICATION:
 - Within two months of the date this resolution is passed, the Committee on Ministry will provide written notification of the details of this requirement to the following:
 - Each authorized minister. This will also include the dates of upcoming BAT opportunities, the method by which they may register, the costs for BAT, and mention that all churches have been notified and that the churches have been encouraged to pay the costs of BAT.
 - Each church. This will also include encouragement for the church to pay the costs of BAT if their minister(s) have not already completed a qualified program.
 - All ministers seeking authorization in the Andover Association shall be notified of the details of this requirement.
 - As each minister fulfills this requirement, the Committee on Ministry will provide both the minister and (if the minister is active) the call setting (e.g. church, hospital, etc.) written validation of having completed a qualified BAT program.
- NON-COMPLIANCE:
 - Each authorized minister is responsible to assure that s/he fulfills this requirement in a timely way.
 - Two years after the date this resolution is passed, the Committee on Ministry will notify all authorized ministers who have not yet completed a qualified BAT program of the dates of upcoming BAT programs and remind them of the details of this requirement and the consequences of non-compliance.
 - If an authorized minister is not in compliance with this requirement, the Committee on Ministry will notify the minister that his/her ministerial standing has been suspended and will also engage in a situational support consultation with that minister by scheduling a meeting with that minister in a timely way.
 - The MOM details the consequences of having one's standing suspended. Among other things while suspended, the person cannot perform the functions of the ministry for which she or he has been authorized. The person is also ineligible to circulate a ministerial profile or participate in the search and call process of the UCC. The person can no longer contribute to their pension or claim a housing allowance. If the person is serving a church which is insured through the UCC, the church's insurance may also be in jeopardy.