

The following learning outcomes were approved by the Standards for Accreditation Committee of the Office of Vocation on May 13, 2020.

Learning Outcomes for Personal and Professional Boundaries for Church Leaders Training

The following learning outcomes are offered to direct the design and leadership of boundaries training events, both the introductory and refresher trainings.

The learning outcomes for the *introductory training* are grouped according to the key areas covered in the training drawn from the [FaithTrust Institute](#).

The learning outcomes for the *refresher trainings* are quite specific and related to the focus of the refresher. Some of the learning outcomes of the introductory training will also be included in the refresher training.

Learning Outcomes for Introduction to Boundaries Training

Participants in the Introduction to Boundaries training will be able to demonstrate the following:

Identification of Power and Vulnerability and Dual Relationships

- Show awareness of the principles of ethical behaviour described in the document [Ethical Standards and Standards of Practice for Ministry Personnel](#).
- Determine ways of engaging appropriately (ethics) with congregants and colleagues.
- Define boundaries: cultural, ethical, and professional.
- Distinguish between personal and professional boundaries in the church.
- Demonstrate through discussion the value and purpose of boundaries.
- Identify ways of maintaining confidentiality.
- Demonstrate familiarity with the following terms:
 - Sacred Trust
 - “boundary not barriers”
 - sexual abuse and misconduct
 - harassment: workplace and other forms
 - power: accountable position of trust, expectation of care
 - intimacy
 - self-differentiation
 - sexualized environment
- Assess level of boundaries hazards:
 - Understand how such contexts as the length of relationship, culture, and differing generations can impact boundaries.
 - Articulate the personal boundaries and the boundaries of others (e.g., the need to refrain from creating co-dependency)

- Demonstrate an understanding of the continuum of relationships with respect to dating, friendship, dual relationships, and receiving gifts.
- Distinguish appropriate and inappropriate relationships.
- Identify situations that involve vulnerability, power dynamics, and intimacy.
- Differentiate reasonable and unreasonable expectations of ministry personnel by a community of faith.
- Demonstrate awareness of your own vulnerability and whose needs are being served while recognizing your own need for intimacy.

Self-Care or Awareness of Personal Needs

- Identify
 - risks to the community of unmet personal needs in ministry personnel
 - internal and external stresses that lead to unmet personal needs
 - warning signs of unmet personal needs (example: HALT—hungry, angry, lonely, tired)
- Recognize need to balance personal needs and the needs of the community.
- Recognize own need for pastoral care.
- Identify and maintain relationships outside the community of faith that support mental and emotional health.
- Develop and maintain practices that support mental and emotional health.
- Develop possible alternative ways of meeting intimacy needs.

Self-Reflection

- Articulate the importance of the regular practice of self-reflection as it relates to the anti-oppression principles.

Sexual Misconduct Prevention and Response Policy and Procedures

- Demonstrate knowledge of [SMRPP](#) and workplace harassment and violence policy.
- Recall the importance of making SMRPP and workplace violence policy public.
- Identify where to go (sexual misconduct/workplace violence) with a complaint.
- Describe both policies in regard to investigators and pastoral care to complainant and respondent.
- Determine:
 - Who is accountable
 - Who is protected
 - What behaviours are prohibited
 - Who can file a complaint
 - Identify when to involve policy
 - Distinguish between church policy and criminal/civil proceedings
 - Identify when to involve police

Learning Outcomes for Boundaries Refresher: Finances and Gifts Training

In addition to a high-level review of the Introduction to Boundaries learning outcomes, participants in the Boundaries Refresher: Finances and Gifts will be able to:

- Identify ways in which giving and receiving gifts crosses relational boundaries.
- Identify change in relationship due to gift giving.
- Demonstrate self-awareness relative to finances/giving.
- Identify financial controls and the role of ministry personnel in the United Church.
- Recognize the significance of different cultural backgrounds on financial boundaries.
- Identify the link between the Sexual Misconduct Prevention and Response Policy and the Workplace Harrassment Policy related to the failure to maintain boundaries around finances and gifts.

Learning Outcomes for Boundaries Refresher: Social Media Training

In addition to a high-level review of the Introduction to Boundaries learning outcomes, participants in the Boundaries Refresher: Social Media will be able to:

- Identify how boundaries are a gift (on social media).
- Identify the values of social media as a communications tool.
- Name the boundaries participants use on social media.
- Name the issues issues around social media and ministry:
 - Describe how social media impacts ministry leadership.
 - Identify challenges to professional boundaries with multiple social media accounts (e.g., Facebook, Twitter, Instagram, Tiktok, etc.) and multiple accounts (i.e., personal and professional) within platforms.
 - Articulate how social media presence can relate to an individual's call to ministry.
 - Assess and demonstrate levels of professional discretion on social media.
 - Recognize potential consequences and benefits of social media posts.
- Recognize generational practices and cultural aspects of social media.
- Recognize the limitations in digital communication.
- Identify the link between the Sexual Misconduct Prevention and Response Policy and the Workplace Harrassment Policy related to the failure to maintain boundaries around social media.