

# **DEALING WITH SEXUAL ABUSE AND HARASSMENT FROM A SPIRITUAL PERSPECTIVE: HOW SHOULD THE PASTOR/PREACHER RESPOND TO POLITICAL AND SOCIAL CRISES**

## **AGENDA**

### **OPENING**

#### **WHY ARE WE HERE?**

- Ensure NVBA has a common understanding
- Identify our opportunities for increased knowledge
- Determine what the participants want to accomplish in deciding what role pastor/preachers should play in dealing with evidence of sexual misbehavior.
- Establish the methodology to be applied in the workshop – open discussion – small group discussion, etc.

#### **WHAT DO WE WANT TO ACCOMPLISH?**

- Establish what answers the group is seeking
- Determine what standards will be applied to the results achieved
- Determine how to ensure the message reaches pastors, congregations, and community.
- Decide how to summarize the results, evaluate feedbacks, collect feedback
- How to balance concerns of the accuser and accused?

#### **HOW WILL WE DO THIS?**

- How will the facilitators function?
- Identify roles, timelines, expectations
- Guide the discussion
- What will the participants be expected to do?

## **WHAT IS HAPPENING?**

### **WHAT ARE THE THEOLOGICAL FACTS ABOUT IMPROPER BEHAVIOR CONCERNING SEXUALACTIVITIES FROM SOCIAL, CULTURAL, AND PHILOSOPHICAL PERSPECTIVES?**

- WHEN IS SEXUAL CONTACT ABUSE?
- WHEN IS SEXUAL CONTACT HARASSMENT?
- WHAT DOES THE LAW SAY ABOUT SEXUAL HARASSMENT AND ABUSE
- WHAT DOES HISTORY TELL US ABOUT ACCUSATIONS OF SEXUAL ABUSE AND HARASSMENT?

### **WHAT SHOULD THE PASTOR/PREACHER DO?**

### **WHAT ARE THE MERITS/DEFICIENCIES OF ZERO TOLERANCE?**

- HOW DO WE FRAME THE ISSUE?
- DO WE BRING THE HAMMER DOWN?
- WHAT IS THE THEOLOGICAL RESPONSE?
- DO WE CALL FOR FULL INVESTIGATION – THEN BRING THE HAMMER DOWN?
- DO WE CONSIDER THE WHOLE PERSON – WARTS AND ALL?

### **WHAT ALTERNATIVES ARE VIABLE IN RESPONDING TO SEXUAL HARASSMENT/ABUSE?**

- WHAT VALUE DOES SPECIAL TRAINING HAVE?
- WHAT ROLE SHOULD SPECIAL COUNSELING PLAY?
- WHEN IS REMOVAL/RESIGNATION FROM LEADERSHIP POSITIONS THE RIGHT ANSWER

### **WHAT ARE THE BIBLICAL STANDARDS FOR RESPONDING TO SUCH BEHAVIORS**

- ARE WE QUALIFIED TO JUDGE THOSE WHOSE BEHAVIORS ARE OBJECTIONABLE – MAT 7:1-4; GAL 6

- HOW DOES THE BIBLE TELL US TO DEAL WITH SUCH DISPUTES – MAT 18:15-17
- WHAT ABOUT FORGIVENESS AND RESTORATION?
- HOW DOES FORGIVENESS LOOK? WHAT ARE SIGNS OF FORGIVENESS
- WHERE DOES GRACE FIT?
- HOW ABOUT MERCY?
- WHERE IS JUSTICE?
- HOW TO ESTABLISH A CLEAN SLATE?
- HOW TO PREEMPT SITUATIONS, OR “COME CLEAN” BEFORE THE STORM?

## **WHERE DO WE GO FROM HERE?**

**WHAT DO WE STOP DOING?**

**WHAT DO WE START DOING?**

**WHAT DO WE CONTINUE DOING?**

## BACKGROUND

Sexual misconduct is plague that has infected every aspect of public life – from politics, to education to industry to the church. People at all levels are impacted or are participants. However, when leaders are guilty the consequences are most severe. We see evidence of these circumstances all around us in today’s world. Our challenge is how to manage it. I say manage it, because this epidemic of bad behavior is one t4hat will pague us as long as humanity functions on the earth. However, when it invades the church it becomes especially deadly.

The specter of charges of sexual misconduct can paralyze the ministry of any pastor or minister of God. The minister of God is challenged by the looming shadow of sexual misconduct problems at all times. A primary reason is that, in most churches, the majority of active members are women. Usually, these women have a tendency to place the pastor and other ministers on a pedestal, often engaging in a spiritual version of hero worship. Another reason that ministers of God have to be most careful is that there are many predatory women in the church who willfully use sex as a weapon – or a tool – to get close to the minister and to get what they want. In either case, the minister of God must be on his guard at all times.

The dilemma faced by the minister of God is a delicate one. He must be open and available to his congregation. At the same time, he must maintain a “**safe**” distance from the women in the church – to avoid the very appearance of evil. All the while, he must be a living example of the best in Christian living – he must be able to declare “*follow me as I follow Christ.*” Moreover, the men of the church are watching the pastor and the ministers. They are watching the pastor, because they know how their wives, daughters, and girlfriends look up to the ministers of God. Thus, the support of the men in the church often hinges on how much they trust the ministers with their women.

Since the minister often feels that he is forced to “**walk on egg shells**” under these circumstances, which would severely limit his effectiveness in the church, we must ask how does a serious minister deal with such a dilemma? Let us submit that the assertive and Christ-like minister will move ahead with confidence – and with clear knowledge of “**THE REALITIES, THE RISKS, and THE RESPONSIBILITIES**” that he faces when dealing with women in the church.

### WHAT IS SEXUAL HARASSMENT?

**Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. The Equal Employment Opportunity Commission has issued guidelines that define two types of sexual harassment:**

## **1. QUID PRO QUO**

- Making the submission to unwelcome sexual advances or other verbal or physical conduct of a sexual nature a term or condition, implicitly or explicitly, of an individual's employment.
- Basing employment decisions affecting the individual on his or her submission to or rejection of such conduct.

## **2. HOSTILE ENVIRONMENT**

- Making unwelcome sexual advances or other verbal or physical conduct of a sexual nature with the purpose of, or that creates the effect of, unreasonably interfering with an individual's work performance or creating an intimidating or offensive working environment.

At the end of each day, the man of God should be able to look back and say to himself – I have been true to my calling. He should be fully aware of the realities of his ministry. He must always remember that he will be a beacon light and a shining example of what a Christian man should be – *“... the path of the just is as the shining light, that shineth more and more unto the perfect day.”* (Prov 4:18)

In addition, he must ever be aware of the risks he faces any time he interacts with the women of his church, both as a man of God and as a married man. Knowing these risks he will keep the words Solomon wrote constantly at the forefront of his mind – *“Drink waters out of thine own cistern, and running waters out of thine own well .... Let thy fountain be blessed: and rejoice with the wife of thy youth. Let her be as the loving hind and pleasant roe; let her breasts satisfy thee at all times; and be thou ravished always with her love. And why wilt thou, my son, be ravished with a strange woman, and embrace the bosom of a stranger?”* (Prov 5:16-20)

He also should be able to reflect on his scriptural responsibilities, especially as a married man. Knowing this, he will focus on the words of Paul when he wrote to Timothy about the qualifications of a “bishop” or overseer. He will remember that *“A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour ...”* (1 Tim 3:2 ) When the man of God follows these guidelines he will protect himself and *“Flee fornication,”* because he knows that *“Wherefore let him that thinketh he standeth take heed lest he fall.”*

## **AMONG THE STEPS A MINISTER OF GOD SHOULD TAKE TO PROTECT HIMSELF INCLUDE THE FOLLOWING:**

- 1. NEVER MEET WITH A WOMAN UNLESS THERE ARE OTHERS PRESENT IN THE IMMEDIATE VICINITY.**
- 2. IF AT ALL POSSIBLE, ALWAYS LEAVE THE DOOR TO YOUR OFFICE OPEN, WITH AN IMPARTIAL INDIVIDUAL NEARBY.**
- 3. NEVER ALLOW YOURSELF TO SIT DIRECTLY ADJACENT TO THE WOMAN YOU ARE MEETING/COUNSELING (FOR EXAMPLE, NEVER SIT ON A SOFA WITH HER)**

4. **IF POSSIBLE, ALWAYS KEEP A PIECE OF FURNITURE BETWEEN YOU AND THE WOMAN WITH WHOM YOU ARE MEETING (A DESK, A TABLE, ETC.)**
5. **AVOID MEETING WOMEN IN SECLUDED LOCATIONS (DARK RESTAURANTS, PARKS, ETC.)**
6. **WHENEVER POSSIBLE, TAKE YOUR WIFE WITH YOU TO VISIT WOMEN, ESPECIALLY IF THEY ARE MARRIED.**
7. **BE CAREFUL ABOUT HUGGING WOMEN!! – USE YOUR OWN JUDGMENT, BUT ALWAYS ERR ON THE SIDE OF CAUTION.**

## **IMPLEMENTATION RECOMMENDATIONS**

I recommend that we have two people facilitate **initial discussion sessions** as we determine the long term viability of this approach to dealing with these issues. The two recommended people have had significant experience in teaching, managing programs in this arena and conducting workshops and focus groups on these topics. They are Dr. George W. Farmer, Jr., DMin – Pastor, Olive Branch Baptist Church, Haymarket, VA and Chair, NVBA Commission on Civic and Social Actions; and Dr. Jeffrey Wallace, PhD – Deacon, Olive Branch Baptist Church, Haymarket, VA and retired Associate Vice Provost and Assistant to the President, Akron University, Akron, OH. Their Relevant experiences and credentials are provided below.

### **Dr. George W. Farmer, Jr.; DMin**

Chairperson, Commission on Civic and Social Action, NVBA  
Pastor, Olive Branch Baptist Church, Haymarket, VA

### **EDUCATION**

**B.S. Zoology, Honors Program, Howard University 1964**  
**MDiv, Howard University School of Divinity (HUSD) 1997**  
**DMin. Howard University School of Divinity (HUSD) 2002**

### **AWARDS (highlights)**

Beta Kappa Chi Scientific Honor Society 1963  
Dean's List Howard University 1961,1963  
Honors Program Howard University School of Liberal Arts 1960-64  
Dean's Special Award – HUSD 1997  
Best DMIN Thesis – HUSD 2002  
Distinguished Alumni Award – HUSD 2007  
101 Distinguished Alumni Award 2017

Bronze Star Medal – US Air Force 1967

Commendation Medal – US Air Force 1971

Certificate of Merit (multiple) – CIA 1978-1993

Certificate of Distinction (multiple) - CIA - 1989-1995

**Distinguished Intelligence Medal – CIA 1998 (highest non-combat award given by CIA)**

Dr. Farmer, after ten years as a regular officer in the U.S. Air Force where he reached the rank of captain, moved to the CIA, working as aerodynamic missile analyst in the Office of Weapons Intelligence in the Directorate of Intelligence. While at CIA, Dr. Farmer had a variety of assignments including staff work supporting Arms Control negotiations (SALT-II treaty) in the late 1970s, later serving as Executive Secretary of the Director of Central Intelligence Committee on Weapons and Space Systems. He managed Ballistic Missile Analysis covering the world, and later served as the senior CIA representative to the Under Secretary of Defense for Research and Engineering.

He returned to the Directorate of Intelligence to serve as Equal Employment Opportunity Officer. **In that position he led the development of the Multicultural Management Program, later expanded and renamed the Diversity Management Program, and served as Director of this program from 1988-1995. He was promoted to the Senior Intelligence Service in 1991 – reaching a grade equivalent to that of a two star general in the military – and served as a voting member of the Directorate of Intelligence Corporate Board, until leaving that the Directorate in 1995 to serve as an executive on loan to Howard University.**

**While Director of the Diversity Management Program, Mr. Farmer designed and/or directed the development of over eighteen separate training programs ranging from basic diversity awareness workshops to advanced employee development programs. Among the courses he developed and facilitated were those dealing with racism and sexual harassment – training over 2500 personnel on these issues over a two year period. These workshops became the model for an Agency-wide program.**

**His overall program on managing diversity was often singled out as a model for other government agencies. As a result, he provided counsel on diversity issues to several other Governmental departments including, Defense Intelligence Agency, EPA, Treasury, Defense, and Agriculture.** Dr. Farmer, as the senior internal management Consultant to the Deputy Director for Intelligence, focused his efforts on grooming and developing minority and female officers for leadership at the highest levels in the Agency, as well as being a special resource to the senior management of the Agency. His work included counseling, coaching, and arranging for effective mentoring for high potential officers. Many of those officers have since ascended to key leadership positions throughout the Agency – including Deputy Directors, Acting Directors, as well as Director of CIA.

Dr. Farmer retired from the CIA in late 1997. After retirement, he has served as a senior consultant at the Agency from 1998-2007. **He supported the special Assistant to the DCIA for Diversity, Plans and Programs from 2000-2007, focusing on coaching and advising senior managers across the Agency and developing programs supporting recruitment, retention, and employee development, and effective management of diversity.** In addition, Dr. Farmer has provided coaching and consultative services to other government agencies and organizations across the country. **He also served as consultant to the Dean at Howard University School of Divinity, where he had served as an Executive on Loan from 1995-97. In this capacity, he provided insight on leadership issues and strategic planning and special programs from 1997-2006.**

Dr. Farmer became an ordained Baptist Minister in 1990 and has served as Pastor of Olive Branch Baptist Church since 1999. He has achieved numerous honors during the course of his ministry. He was a speaker at the Hampton ministers' Conference in 2006 – participating in their Senior Statesman Panel, and has been a member of the Conference Executive Board since 1999. **Dr. Farmer has done leadership workshops at major churches across the country over the last twenty years as well.** He has been married to Loretta Farmer for over fifty six years and has two adult children and four adult grandchildren.

**Dr. Jeffrey Wallace, PhD**

**EDUCATIONAL BACKGROUND**

**Graduate Degrees:**

**Ph.D. Social and Philosophical Foundations of Education  
State University of New York at Buffalo, 1980**

**M.Ed. Counseling - College Student Personnel  
State University of New York at Buffalo, 1973**

**Undergraduate Degree:**

**B.A. History  
State University College at Fredonia, NY 1968**

**PROFESSIONAL and ACADEMIC EXPERIENCES**

**Retired Professor, Department of Associate Studies, Summit College, The University of Akron—June 2011**

**PROFESSOR, DEPARTMENT of ASSOCIATE STUDIES, Community and Technical College, The University of Akron, 1995-Present - Tenure granted in 1998, promotion to Professor granted in 2002**

**ASSOCIATE PROVOST AND SPECIAL ASSISTANT TO THE PRESIDENT FOR  
4DIVERSITY AND MULTICULTURAL DEVELOPMENT, The University of Akron,  
July 2001-August 2003**

**ASSOCIATE PROVOST AND SPECIAL ASSISTANT TO THE PRESIDENT FOR  
CAMPUS DIVERSITY, The University of Akron, 1998-2001**

**ASSOCIATE PROVOST AND SPECIAL ASSISTANT TO THE PRESIDENT FOR  
MINORITY AFFAIRS, The University of Akron, 1995-1998**

**Reported to the Senior Vice President and Provost.**

**Advised the President and the Senior Vice President and Provost on issues of diversity,  
multicultural concerns and related issues.**

**DUTIES AND RESPONSIBILITIES – ASSOCIATE PROVOST AND SPECIAL  
ASSISTANT TO THE PRESIDENT FOR DIVERSITY AND MULTICULTURAL  
DEVELOPMENT**

**As Associate Provost:**

- Served as a member of the Council of Deans and spoke to diversity and multicultural issues relevant to students, faculty, and staff.
- Served as an ex-officio member of the President’s Commission on Equity and other such commissions and committees as assigned by the Provost or President.

- Functioned as a line officer in the Office of the Senior Vice President and Provost.
  - Consulted with the Senior Vice President and Provost and the Vice President for Student Affairs, and developed programs and services to enhance the access, retention, and graduation of diverse student populations.
  - Advised the Senior Vice President and Provost, Vice President for Student Affairs, and Vice President for Research and Dean of Graduate School on academic issues affecting the access, retention, and graduation of diverse student populations.
  - Assisted the Vice President and Chief Information Officer on data collection/analysis regarding campus demographics, assessment of University progress through external benchmarking data and analysis of internal data.
  - Worked with the Senior Vice President and Provost, the college deans, and other University officials to promote and enhance awareness and appreciation of diversity and multicultural issues in the classroom and workplace.
  - Exercised supervisory responsibility and developed an integrated work plan for the Office of Multicultural Development (consisting of the Division of Access and Retention and the Division of Pan African Cultural and Research Center) to ensure appropriate coordination and effectiveness with other campus units.

**As Assistant to the President:**

- Advised the President on issues of diversity and multicultural development, and as appropriate, worked with senior level University officers to support fundraising to enhance University and privately funded scholarship programs related to diversity.
- Worked with the President and Vice President for Public Affairs and Development to promote cultural diversity and cultural enrichment opportunities for the University and the community.
  - Planned and implemented significant university-to-community outreach and programming activities that promoted good will for the University and that supported and enhanced access, retention, and graduation of students.
  - Planned and implemented significant campus programming, developed in consultation with the Director of Human Resources and the Vice President for Student Affairs, including lectures and workshops for students and employees.
  - Developed appropriate assessment tools to evaluate the effectiveness of programming/workshops in raising awareness of, and sensitivity to, diversity and multicultural issues.

## **ADMINISTRATIVE ACCOMPLISHMENTS**

- Co-Investigator, Ohio Science and Engineering Alliance, 5 year grant \$60,000, direct academic support, and \$60,000 student internships.
- Supervision of the Pan African Studies Program, 2000- 2003.
- Established a Minority Student Retention Plan for the University.
- Established the Dr. Shirla R. McClain Gallery of Akron's Black History & Culture.
- Created the Samuel Proctor Memorial Lecture Series.
- Restructured and reorganized the Office of Minority Affairs to the Office of Multicultural Development.
- Developed Campus Diversity and Office of Multicultural Development brochures.
- Developed a Post-Secondary Option Program for Minority Students - (college courses at Buchtel High School).
- Developed a Minority Scholars Program - students with 3.0 or better GPA.
- Developed an experimental research model to retain minority students, PASSAGE (**P**reparing **A**kron **S**tudents for **S**uccess and **G**reat **E**xpectations) – Learning Community Model.
- Organized and planned the President's Black Advisory Council meetings with Community Leaders.
- Established a computer lab for minority students to provide computer and technological skills.
- Restructured the Extended Orientation Program for first-time, full-time minority freshmen and their parents.
- Established long-term (five year plan) and short-term (one year) goals for the Office of Multicultural Development.
- Organized and directed an Ad Hoc Committee to coordinate admissions, financial assistance, orientation and registration process to improve access and retention of minority students.
- Organized an Admissions/Scholarship Committee to provide timely scholarship awards.
- Created liaison relationships between and among various academic and administrative offices.
- Organized a campus committee to review scholarships and support structures for the BS/MD Program.
- Planned and initiated a series of campus-wide videoconferences on diversity and affirmative action issues.

## **FACULTY RESPONSIBILITIES**

- Serves on departmental, college and university committees.
- Serves as an active member of community boards and committees.
- Develops new courses and modify existing courses based on new scholarship and student need.
- Advises and mentors students.

## ACADEMIC ACCOMPLISHMENTS

- Served as Interim Director, Pan African Interdisciplinary Program, 1998 to 2000.
- Revised and expanded the “Black American” course from a one-semester course to a two-semester course, “**The Black Experience from 1619 to 1877,**” and “**The Black Experience from 1877 to Present.**”
- Increased course offerings for the Black Experience courses from two sections per semester in 1995 to eight sections in 2002.
- Created an Instructor’s Manual for the textbook “**Turbulent Voyage: Readings in African American Studies,**” – Collegiate Press - 2002.
- Served on the Advisory Board, Collegiate Press – “**Turbulent Voyage.**”
- Conducted student satisfaction surveys for Collegiate Press – “Turbulent Voyage.”
- Created, developed, and implemented a new course – “**Diversity in American Society.**”
- Submitted “**Diversity in American Society,**” “**The Black Experience from 1619 to 1877,**” and “**The Black Experience, 1877 to Present,**” and **Introduction to Pan African Studies** to the General Education Advisory Committee (GEAC) for approval as General Education Program requirements – Area Studies and Cultural Diversity – approved 1999.
- Selected and attended the Harvard University Civil Rights Training Project, National Training Institute “Achieving Diversity in Higher Education,” November 2-3, 2001.
- Attended WebCT training to develop web-based courses to enhance the use of technology in the classroom.
- Developed and implemented a campus based diversity initiative in conjunction with the Psychology Department at the University of Akron, 2001-2002, and 2002-2003, \$20,000 grant from the Institute for Teaching and Learning.
- Worked with University Libraries and the Archives of the History of American Psychology to organize, plan, and implement a conference honoring Robert Guthrie, Professor Emeritus Psychology, University of Southern Illinois, and to receive his papers into the Archives of the History of American Psychology.
- Currently working with University Archives to honor Joe White, Professor Emeritus, Psychology and Psychiatry, University of California, Irvine, and to receive his papers into the Archives of History of American Psychology.