

SOCIAL MEDIA

Boundaries Refresher

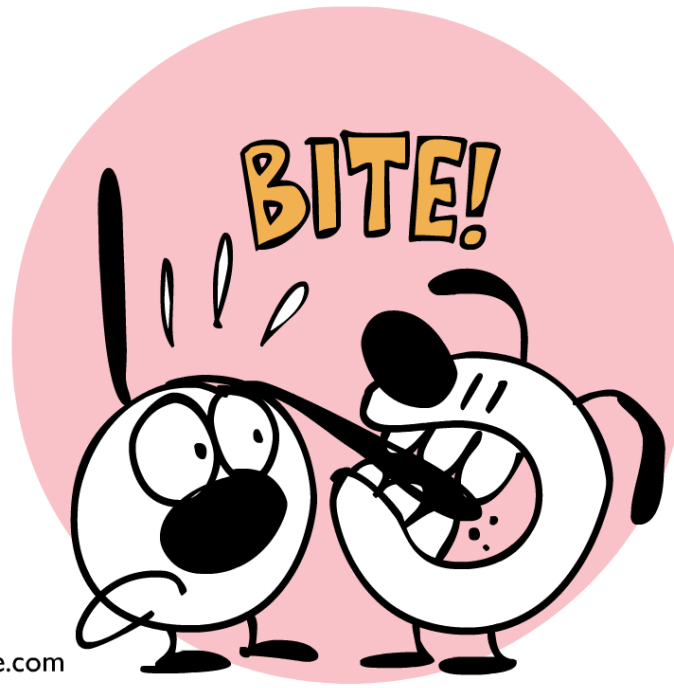
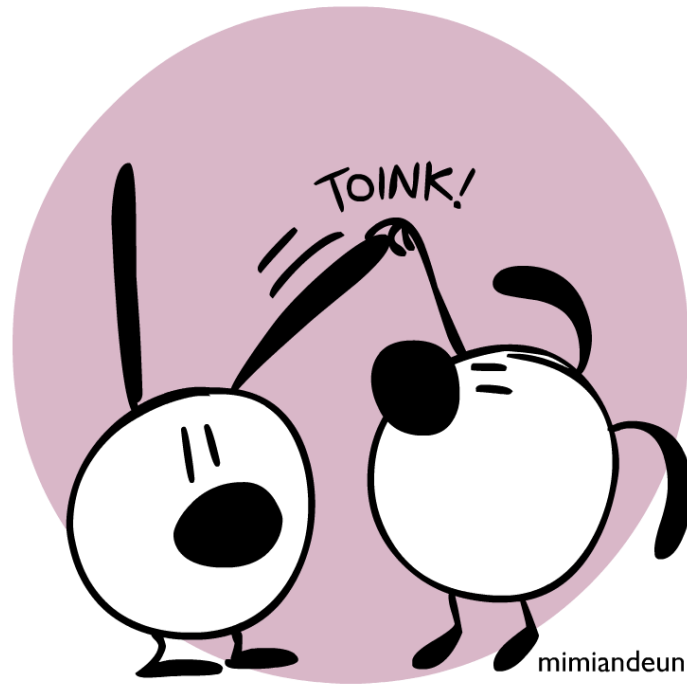


LEARNING OUTCOMES

- Identify the values of social media as a communication tool
- Name issues around social media and ministry
- Recognize general practices and cultural aspects of social media
- Recognize limitations of digital communication
- Identify link between policies and social media boundaries

BOUNDARY BASICS

a brief refresher



♥ by Nina Paley
mimiandeunice.com

BOUNDARY BASICS



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BOUNDARY BASICS



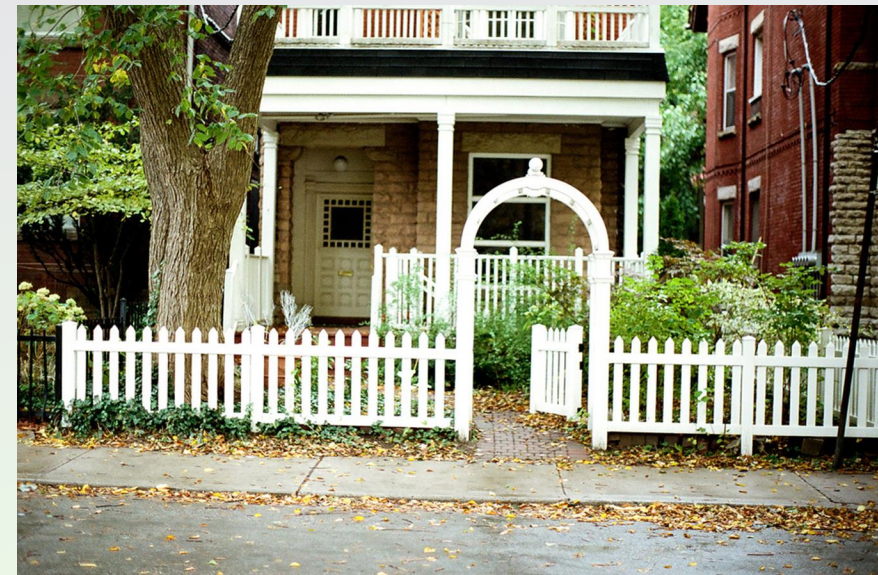
BOUNDARY BASICS



BOUNDARY BASICS



BOUNDARY BASICS



BOUNDARY BASICS

Two basic goals of healthy boundaries:

- maintain the integrity of the ministerial relationship
- to protect those who are vulnerable

BOUNDARY BASICS

What we should know about boundaries:

- they help us maintain clear professional relationships
- they are guidelines that help us know when and when not to participate in a given activity

BOUNDARY BASICS

What we should know about boundaries:

- ▶ they help us keep perspective when people's problems seem overwhelming
- ▶ they signal to others that it is safe to trust us

BOUNDARY BASICS

What we should know about boundaries:

- ➡ they protect us and those we serve from abuse of power.

BOUNDARY BASICS

Boundaries are not:

- ▶ intended to shackle us but to free us in our work
- ▶ clear rules about where and when we can be friendly
- ▶ blocks to authenticity and friendliness

BOUNDARY BASICS

Avoid violating boundaries by:

- being aware of our needs and healthy ways of meeting them
- asking ourselves (1) is this in the best interests of the other person; (2) would I be comfortable if others knew what I was doing

BOUNDARY BASICS

Avoid violating boundaries by:

- establishing a system of accountability
- understanding that boundaries are not always easy to discern and that there are often no clear guidelines

BOUNDARIES IN SOCIAL MEDIA

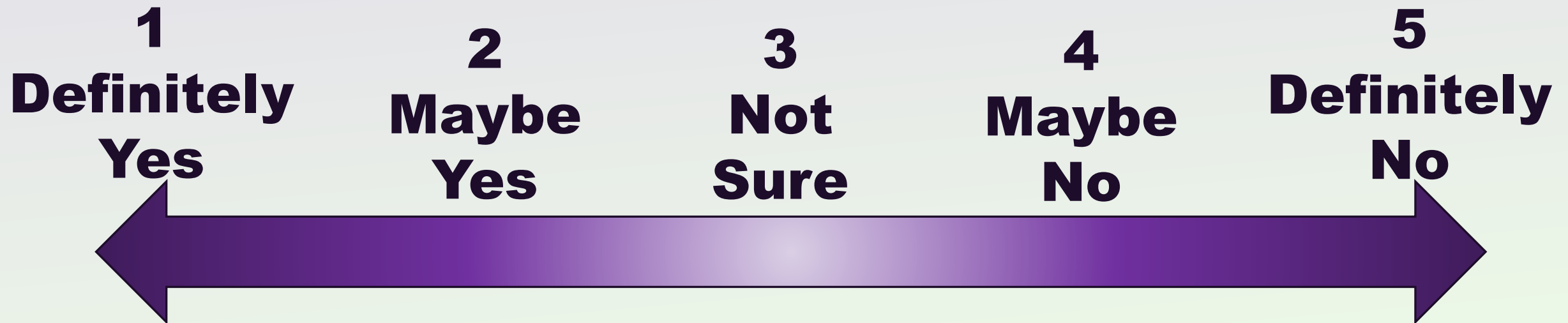


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BOUNDARIES IN SOCIAL MEDIA

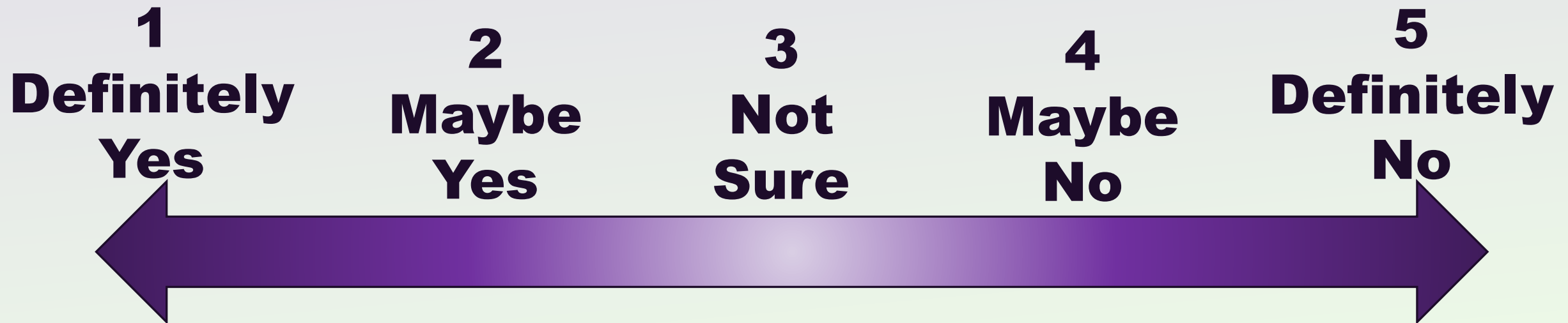
The Boundary Continuum

Please put your response to each of the following scenarios into the chat. Answer as quickly as possible.



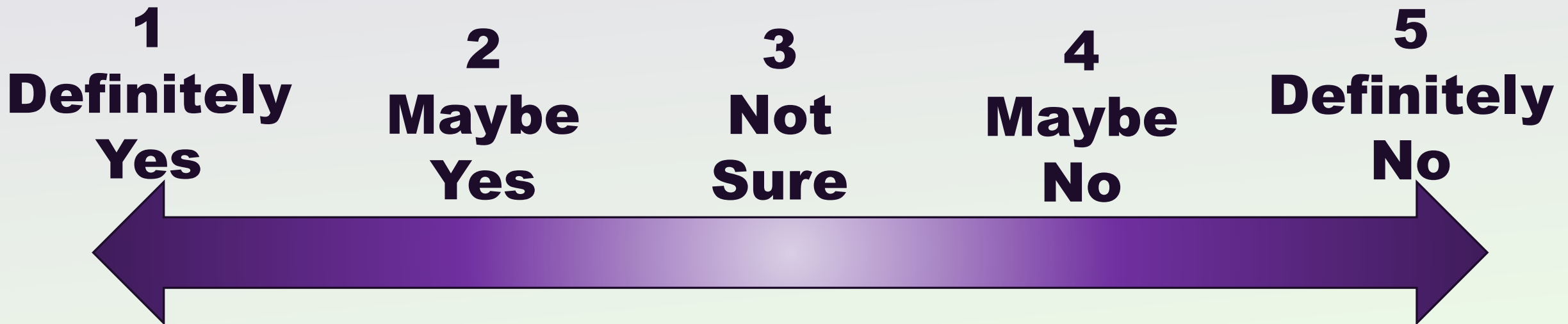
BOUNDARIES IN SOCIAL MEDIA

A member of your faith community sends you a friend/follow request. Do you accept?



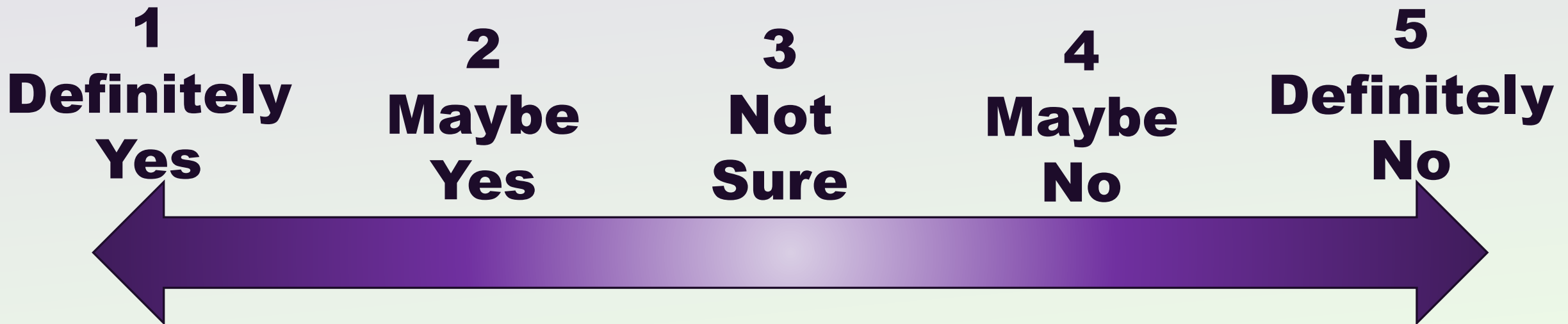
BOUNDARIES IN SOCIAL MEDIA

Your faith community wants to start a private Facebook group that would be open to all members and everyone has the ability to post. Do you support this?



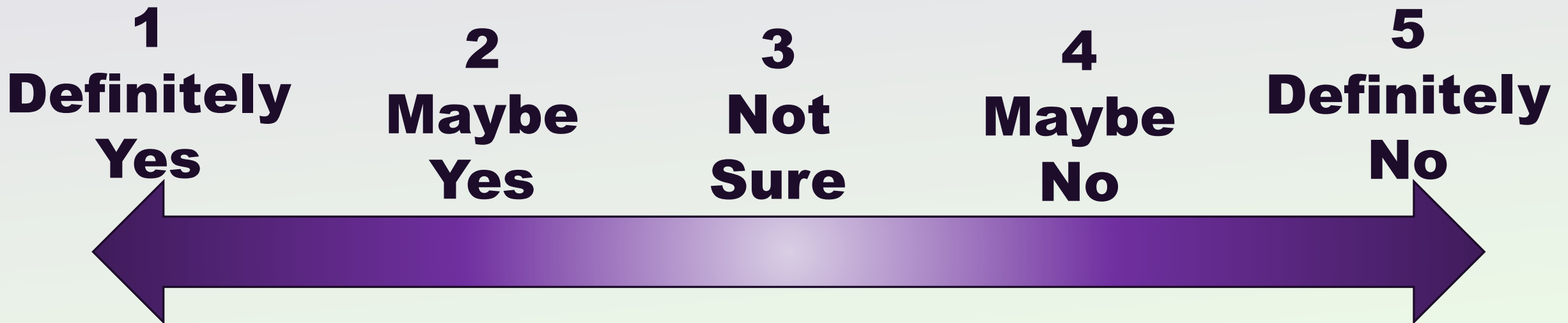
BOUNDARIES IN SOCIAL MEDIA

Someone posts a meme/joke on your community's social media (or tags your church in it). Although not outside of UCC theology, it will be offensive to some. Do you remove it?



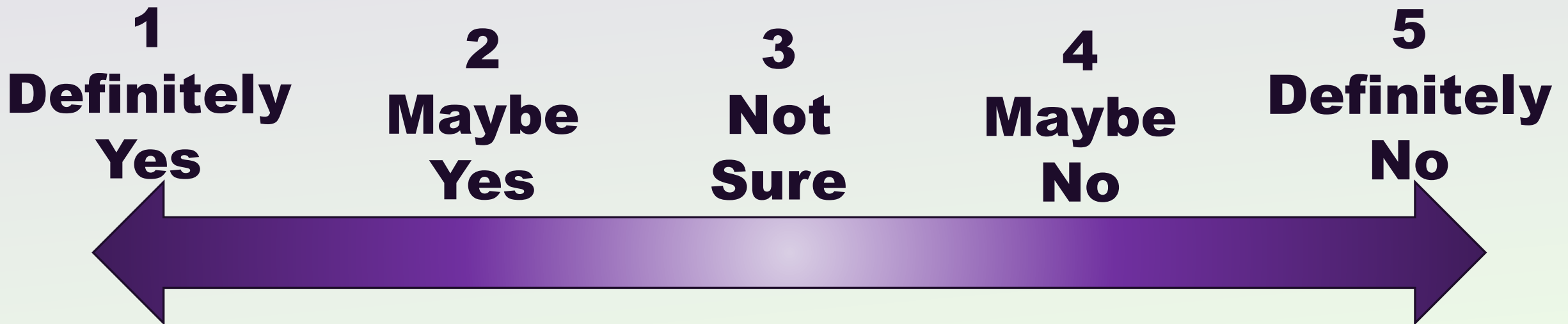
BOUNDARIES IN SOCIAL MEDIA

A community organization asks if you will share information about their upcoming fundraiser on your Facebook page. Will you?



BOUNDARIES IN SOCIAL MEDIA

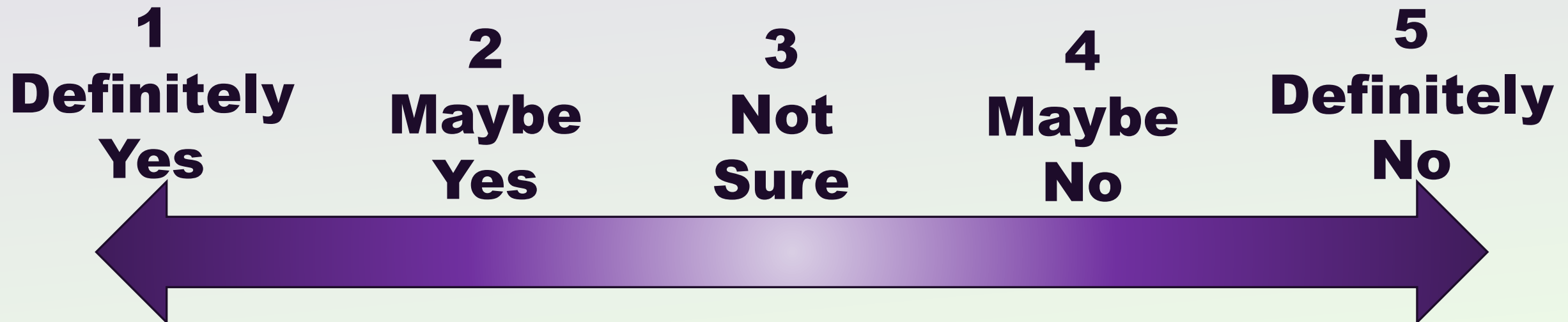
Someone from your community of faith offers to “manage” your social media. Do you let them?



BOUNDARIES IN SOCIAL MEDIA

An anonymous person posts a terrible review of your sermon on online.

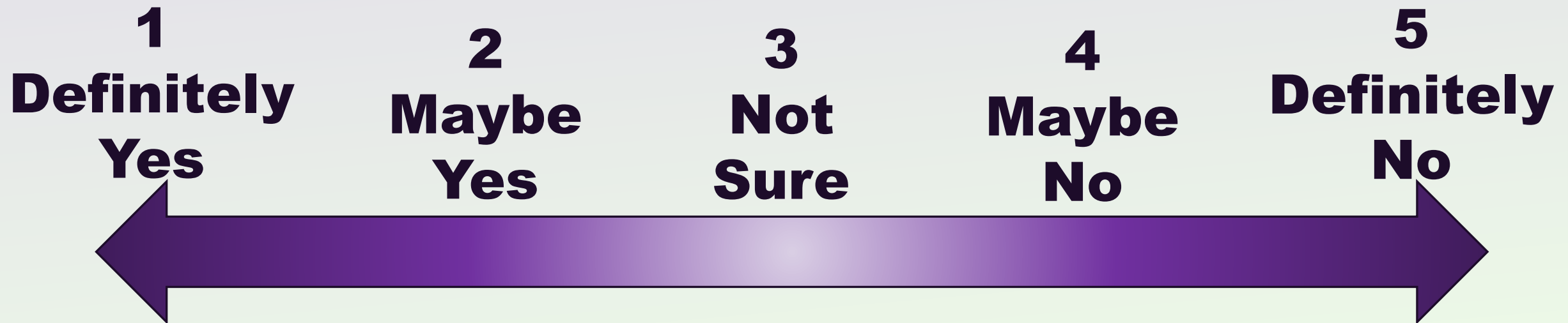
Do you remove it?



BOUNDARIES IN SOCIAL MEDIA

An identifiable person posts a terrible review of your sermon online.

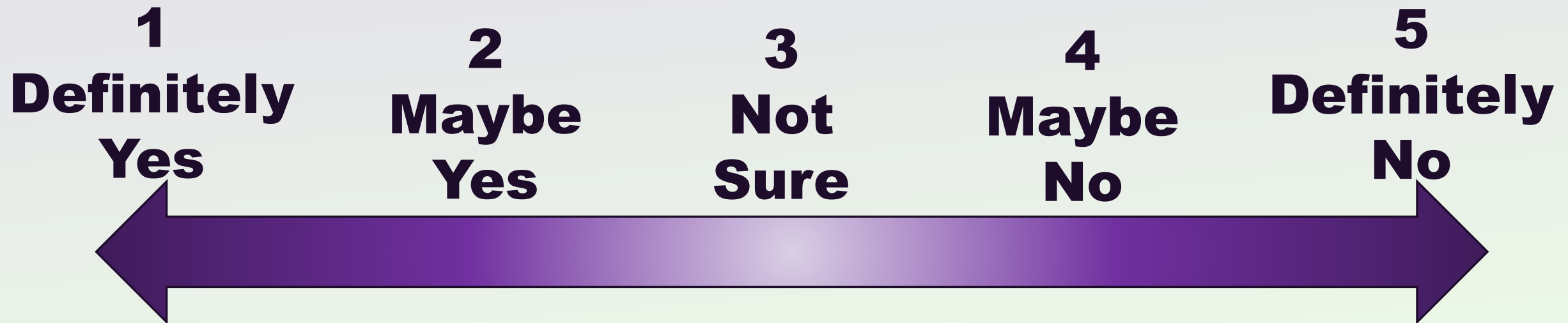
Do you contact them?



BOUNDARIES IN SOCIAL MEDIA

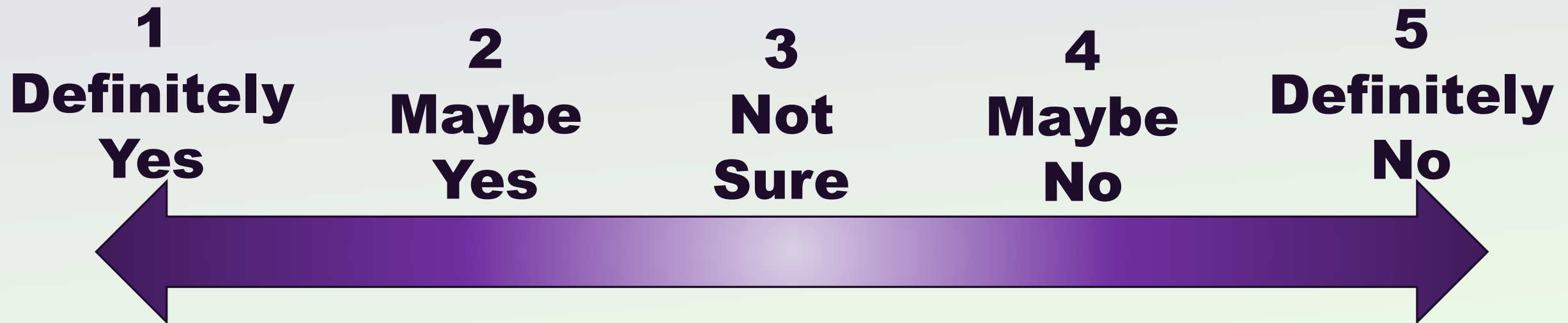
Someone shares with you that they saw on social media that a member of your community of faith is unwell.

Do you follow up?



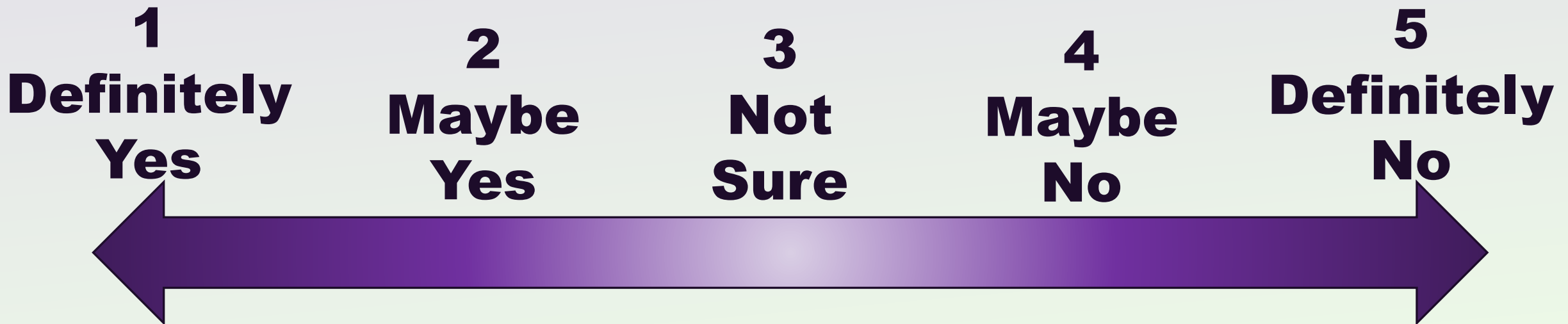
BOUNDARIES IN SOCIAL MEDIA

Someone shares with you that they saw on social media that a member of your community of faith was ranting about their soon-to-be ex-spouse. Do you follow up?



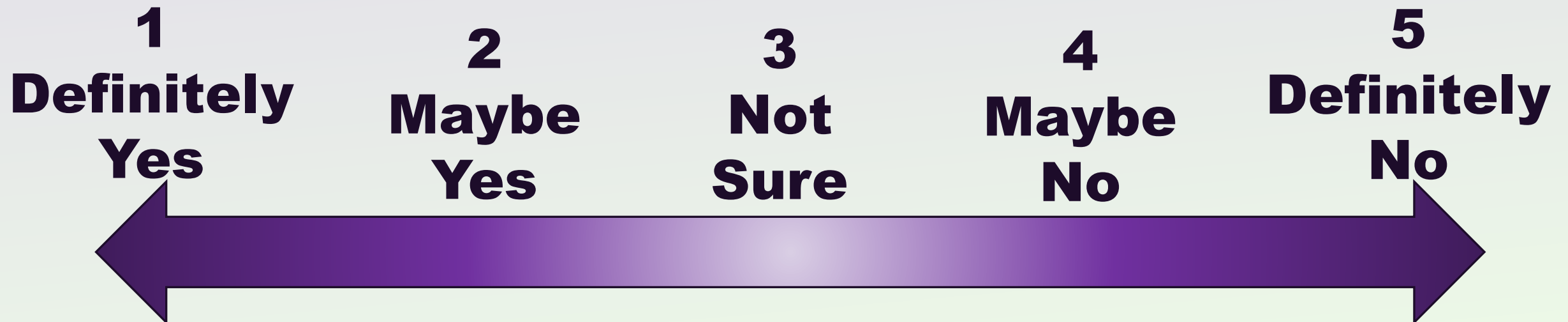
BOUNDARIES IN SOCIAL MEDIA

Your livestream operator tells you that there are a couple of community members who are consistently using the chat feature on YouTube to share prayer requests for specific people. Is this okay?

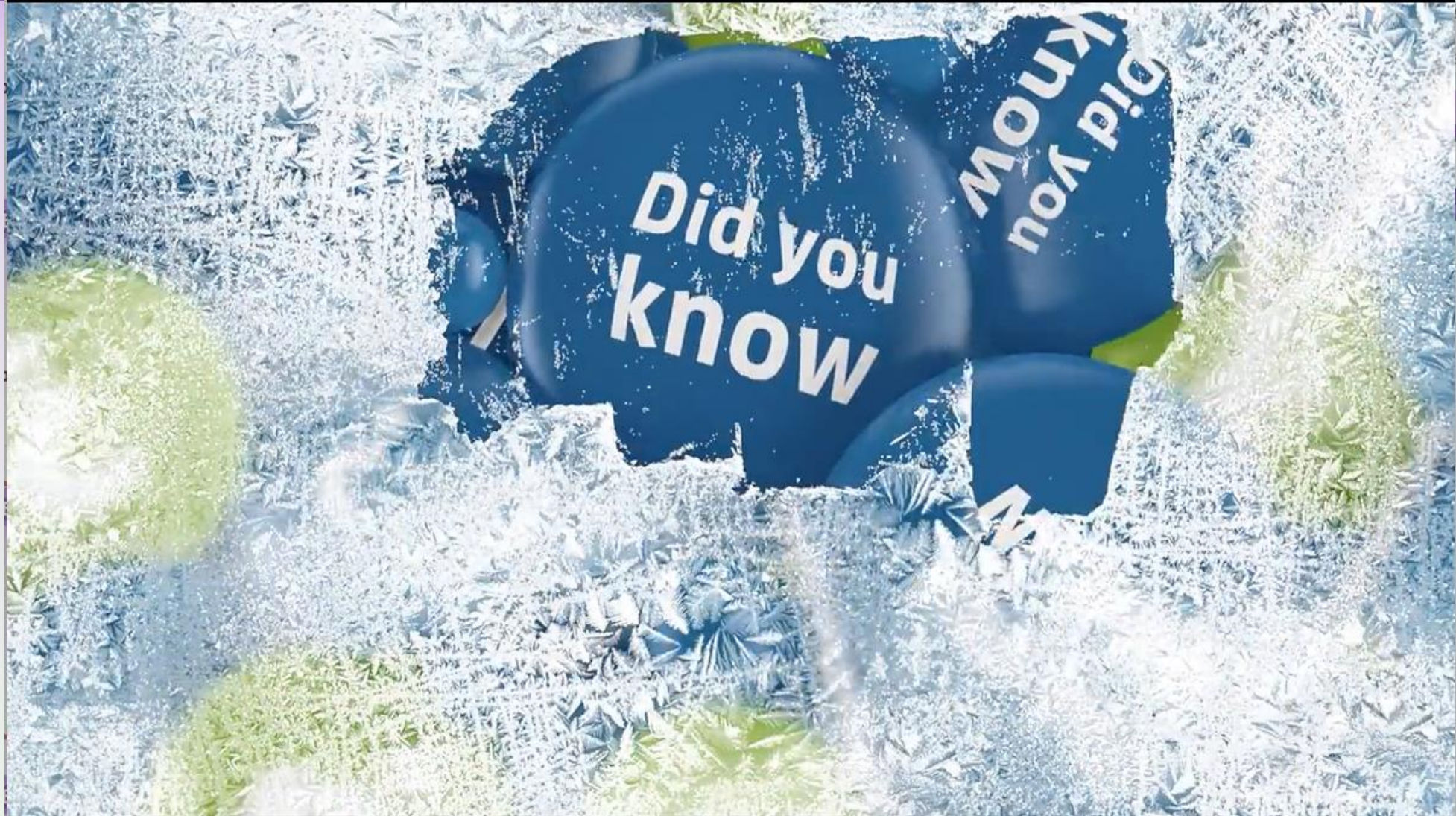


BOUNDARIES IN SOCIAL MEDIA

Comments?



BOUNDARIES IN SOCIAL MEDIA



BOUNDARIES IN SOCIAL MEDIA

Reactions? Thoughts? Questions?



BOUNDARIES IN SOCIAL MEDIA

Risks and Benefits



BOUNDARIES IN SOCIAL MEDIA

Benefits

- Communication/engaging faith community
- Accessible Bible studies/small groups
- Immediate communication
- Share announcements and events
- Gain insight into lives of community members
- Potential to enhance face-to-face relationships

BOUNDARIES IN SOCIAL MEDIA

Risks

- Easy to spread wrong information to a large group of people
- Accidental messages
- Unsupervised posting
- Private information leak
- Misrepresentation of church
- Loss of face-to-face connection

BOUNDARIES IN SOCIAL MEDIA

Risks and Benefits



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BOUNDARIES IN SOCIAL MEDIA



BOUNDARIES IN SOCIAL MEDIA

- Who are we intending to reach?
- Who will we most likely encounter?
- What is my responsibility to them?
- How do they see me?



BOUNDARIES IN SOCIAL MEDIA



BOUNDARIES IN SOCIAL MEDIA

Healthy Boundary Test Question:

What is the likely impact on/potential harm to:

- individual member of the faith community
- the community itself
- our shared ministry

BOUNDARIES IN SOCIAL MEDIA

Case Studies (breakout groups)

- Have boundaries been crossed? If so, how?
- Could anything have been done to prevent this situation?
- What would you advise them to do in response?
- Create a list of best practices that may prevent/deal with these types of situations.

20 minutes to discuss followed by 10 minute break

BOUNDARIES IN SOCIAL MEDIA

BEFORE CREATING A SOCIAL MEDIA POLICY ASK YOURSELF:

- What is the purpose of our use of a specific technology or platform?
- How will it/does it enhance your ministry?
- How can you ensure transparency in your usage?
- How can you avoid boundary violations?

ALSO, KEEP IN MIND:

- Everyone can potentially see anything you post (including grandma, chair of M&P, and individual members of your faith community)
- Social media posts could be forever (even if you delete them)
- Nothing is confidential or private (even in private groups)

Creating Policy

CREATE A SOCIAL MEDIA POLICY WHICH MAY INCLUDE:

- Which social media platforms and technology you will use and for what purpose
- Who will monitor the content of social media sites
- How ministry personnel and other staff are expected to respond to “friend” and “follow” requests from community members
- Specifics about and practices affecting youth and children’s ministry

BOUNDARIES IN SOCIAL MEDIA

CREATE A SOCIAL MEDIA POLICY WHICH MAY INCLUDE:

- When/if/how personal information and images will be shared (etc photos, prayer requests, death notices, birth announcements)
- How to avoid copyright infringement
- What will/will not be shared on social media
- Disengagement policies for when a pastoral relationship has ended (see PR handbook)
- Consequences of not following guidelines/policy?

BOUNDARIES IN SOCIAL MEDIA

BEFORE CREATING A SOCIAL MEDIA POLICY ASK YOURSELF:

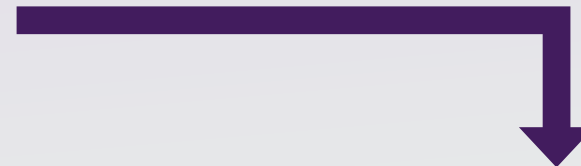
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Anything Else?



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BOUNDARIES IN SOCIAL MEDIA

Horseshoe Falls Regional Council
Social Media Guidelines

**THIS
THAT and ?
THE OTHER**

Boundaries Trivia Game

Name the document that lays out the ethical standards and standards of practice for ministry personnel:

- a. How to Behave in Ministry
- b. Code of Conduct for Ministers
- c. Ethical Standards and Standards of Practice for Ministry Personnel
- d. You Can, With God's Help

**c. Ethical Standards and Standards
of Practice for Ministry Personnel**

The document states “The standards of practice describe practices to which ministry personnel _____.”

- a. are judged
- b. are held accountable
- c. aspire
- d. can never achieve

c. aspire

“The standards of practice describe practices to which ministry personnel aspire. They recognize that personal and professional growth is a developmental process and that ministry personnel move through a variety of career and life changes that affect their practice of ministry.”

Which of the following is NOT named as an ethical standard under “Personal Relationships and Professional Conduct”?

- a. be appropriately open & transparent in relationships
- b. conduct relationships in ways that honour covenants
- c. consider if the safe work place policies apply to you
- d. conduct relationships in ways that seek to maintain the peace and welfare of the community of faith

c. consider if the safe work place policies apply to you

It actually says:

“...ministry personnel are called to abide by and faithfully live out the explicit policies and procedures on sexual misconduct and child abuse as outlined by The United Church of Canada”

Which of the following is NOT named as an ethical standard under “Responsibilities of the Role”?

- a. adhere to *The Manual*
- b. fulfill all responsibilities of position description and honour The United Church’s standards of practice
- c. receive all gifts with gratitude
- d. protect the integrity of funds and any property entrusted to their care

c. receive all gifts with gratitude

It actually says:

“...ministry personnel are called to use discretion and good judgment and abide by applicable guidelines when accepting gifts, honoraria, and other forms of remuneration.

Which statement is FALSE? The ethical standard on “self-awareness” says: “Ministry personnel are called to exercise good judgment and maintain a level of self-awareness that enables them to:

- a. be accountable to the church, to the ministry in which they serve, and to themselves
- b. be authentic, dependable, trustworthy, compassionate, & understanding, & live with integrity
- c. be open to constructive criticism, guidance, and challenge
- d. accept that they are expected to be perfect

d. accept that they are expected to be perfect

It actually says that ministry personnel should “accept that, at times, they will fail or make mistakes”

The new policy is called: Creating ____ and _____ Environments Policy: Our Commitment Against Discrimination, Harassment (including Bullying), Violence and Sexual Misconduct.

- a. Fun and Joyful
- b. Safe and Peaceful
- c. Safe and Respectful
- d. Curious and Compassionate

c. **Creating Safe and Respectful Environments Policy**

This new policy was approved in October of 2023 and replaces the Workplace Discrimination, Harassment, and Violence Response Policy & the Sexual Misconduct Prevention and Response Policies and Procedures.

Who is responsible for promoting an environment that is free of discrimination, violence, harassment and any form of sexual misconduct?

- a. The minister
- b. The church council
- c. The M & P Committee
- d. Sunday School Teacher
- e. All of the above

e. All of the above

As well as an employee, such as a manager, director or Executive Minister, any volunteer in leadership (chair of M&P), any program leader (choir director).

True or False

The Safe Environment Policy applies to all members of the order of ministry including those who are retired or otherwise inactive (ex. Individuals on long term disability)

True

It also applies to all ministry personnel, General & Regional Council staff, employees and volunteers of communities of faith, and any individuals participating in activities that occur within, or are sanctioned by The UCC.

What is the time frame in which a complaint of discrimination, harassment (including bullying) or violence must be made?

- a. 5 years**
- b. 10 years**
- c. 1 year**
- d. There is no time frame**

c. 1 year

Except under exceptional circumstances. Once the complaint process has been initiated, complainants are asked to provide their formal complaint within 30 days. There is no time limit on complaints that involve sexual misconduct.

True or False

Anonymous complaints will not be considered.

False

Anonymous complaints will be received and if a victim is named, they will be contacted and asked to become the complainant. A complaint cannot proceed without a complainant.

Which of the following are NOT one of the possible outcomes when a complaint has been investigated?

- a. Complaint is closed without action
- b. Training is offered
- c. Conflict Resolution or mediation
- d. Everyone hugs it out
- e. Disciplinary Action

e. Everyone hugs it out.

But – restoration of relationships will be thoughtfully considered and implemented with due respect and care. Restorative practices are encouraged when possible.

Where can you find this poster:

>>>> Policies on <<<<< Harassment and Misconduct



What the United Church says about safety and respect

A safe environment is one that fosters healthy relationships free from harassment of any kind. Harassment is *any* unwanted conduct that is known, or ought reasonably to be known, to be unwanted and is a form of discrimination. **The United Church of Canada will not tolerate harassment or sexual misconduct of any kind.**

The policies below define harassment and misconduct.

- Find the **Workplace Violence and Harassment Policy** and the **Sexual Misconduct Prevention and Response Policy and Procedures** at www.united-church.ca/handbooks



If you need assistance

If you are at risk and in need of immediate assistance to ensure your personal safety, **call 911** for police services.

If you are aware of behaviour that is inappropriate, but you are not in immediate danger, please call **1-800-268-3781 ext. 7788** or e-mail complaintresponse@united-church.ca for information about how to bring a complaint.

Please post. Download copies from united-church.ca.

170104

Publically displayed on the bulletin board of every single community of faith and ministry connected to The United Church of Canada.

Where will you find detailed information about the formal complaint process?

- a. the back of your church bulletin**
- b. Section 19 of the policy**
- c. it doesn't exist – you should just know**
- d. on your bedside table**

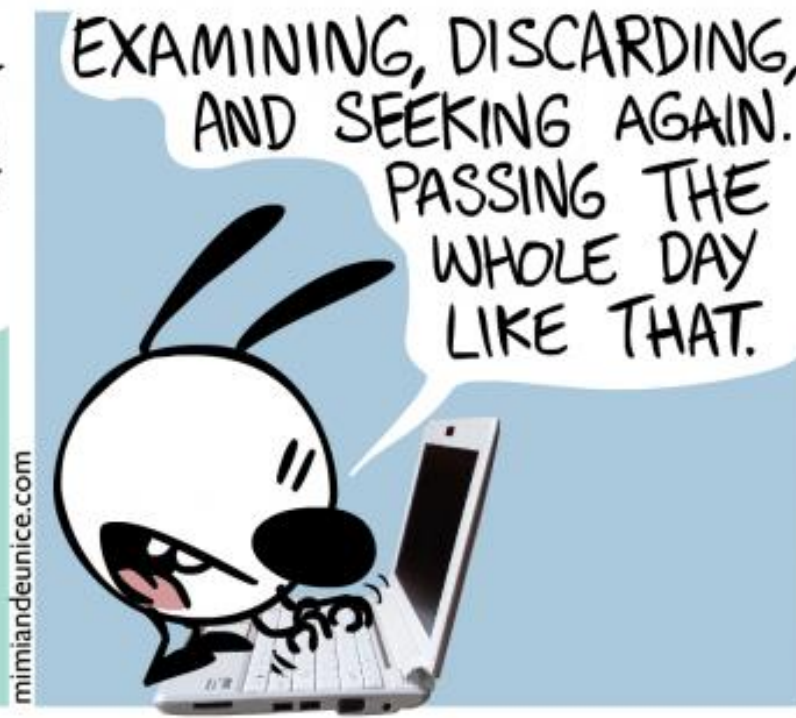
b. Section 19 of the policy

In the policy you will also find important definitions, information about roles and responsibilities, reporting requirements, evaluation and accountability.

**THIS
THAT and ?
THE OTHER**

Boundaries Trivia Game

SELF CARE



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BOUNDARIES IN SOCIAL MEDIA

Self-Assessment:

- Am I neglecting personal/family relationships?
- Is there balance with my online and in person ministry?
- Am I engaging in any risky online behaviour?
- How much of my “down” time involves being online?

BOUNDARIES IN SOCIAL MEDIA

Loss of ministerial integrity

Relationship breakdown

Depression

**Potential
Consequences
of Overuse
or Misuse**

Dissociative
distancing from
embodied
responsibilities
and
relationships

Loss of time

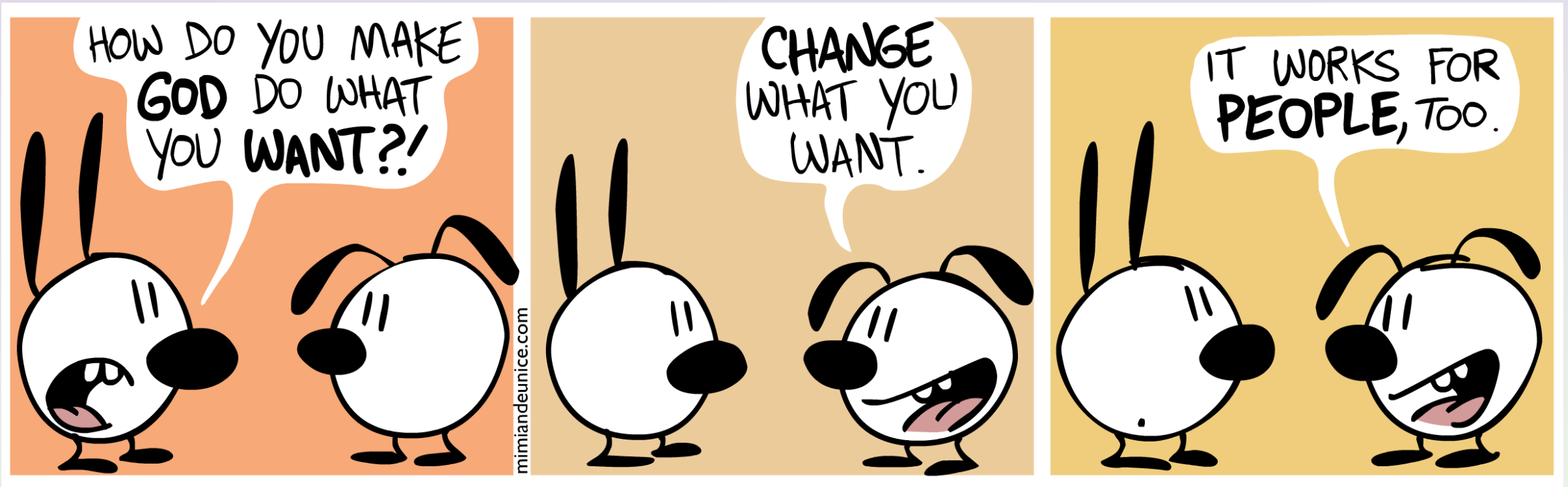
Procrastination

Isolation and withdrawal

What else?

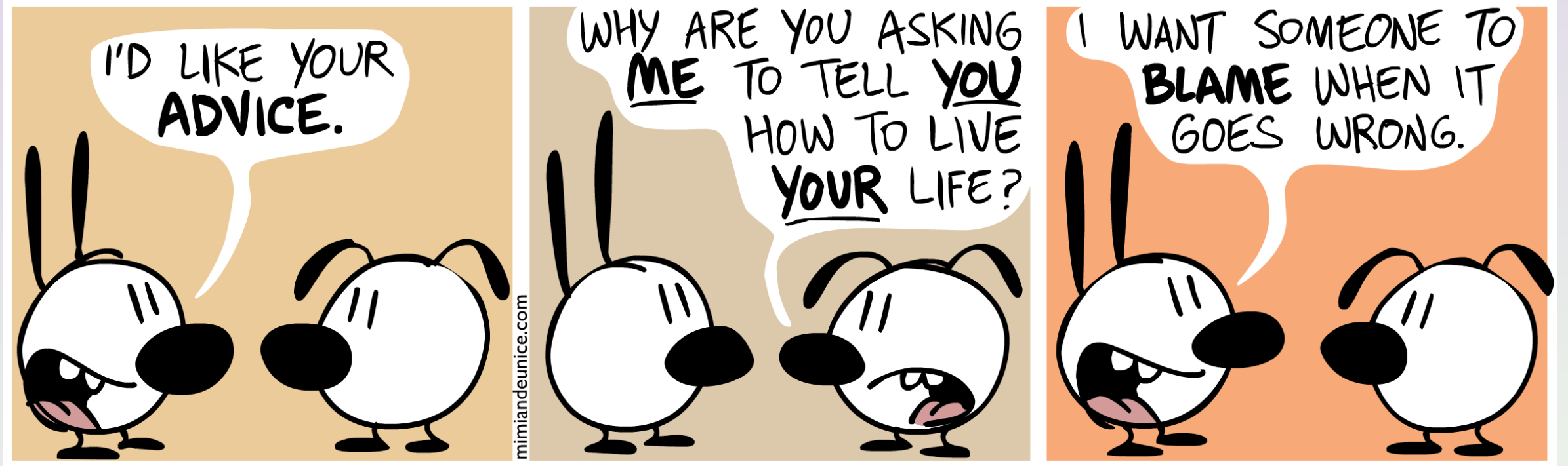
BOUNDARIES IN SOCIAL MEDIA

Self-Care Inventory



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ANY QUESTIONS?



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