

Dear Mr. Allen,

I have read with interest the CIF for Webster Presbyterian, and wish to submit my PIF for consideration.

Webster is seeking an interim to "inspire members to grow more deeply in their faith in Jesus Christ, and as disciples, and [who] will equip God's people for meaningful ministry." Much of my ministry is deepening the faith and giving Christ's disciples the knowledge and ability to go out into the world equipped for service. The value which Webster places on service to Our Lord, causes me to believe that this would be a ministry which I would enjoy and cherish.

Another area which your CIF addresses is the desire to "identify and develop leaders." Over the years I have often been told that Elder Training which I do is excellent, and that I have a gift for recognizing people's strengths and pairing them with tasks.

Thank you for your consideration. I look forward to hearing from the committee.

May God bless the IPNC of Webster as you seek to learn whom God has chosen to lead the saints through this time of transition.

Blessings,

Stephen Rehrig

The Woodlands, Texas

PS> May I request that you acknowledge receipt of my PIF.



Rev. 03/25/2011

PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
100 WITHERSPOON STREET – MEZZANINE
LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550
Fax # (502) 569-5870 or (502) 569-8748
Web Address: http://www.pcusa.org/clc/

Personal Information Form
(Part I) General Information

Name Rehrig Stephen William
(Last Name) (First Name) (Middle Name)
Street Address 113 N. Floral Leaf Cir.
City_The Woodlands State_TX Zip Code 77381
Preferred Phone 936-271-4559 (home) Alternate Phone 936-537-3813 (cell)
E-mail swrehrig@gmail.com Fax

Ecclesiastical Status:

- [X] PC(USA) Presbyterian Minister of Word and Sacrament
PC(USA) Honorably Retired
Minister of Other Denomination transferring membership to PC(USA)
PC(USA) Candidate
Church Educator
Elder
Deacon
Other Lay Professional

Presbytery Membership: [For PC(USA) ministers and candidates]

Presbytery membership or Presbytery of care: _____

Ordination Date: __06__/_10__/_1979_ (Month/Day/Year)

Candidacy Date: _____/_____/_____/ (Month/Day/Year)

Church Membership: (For lay professionals)

Name of PC(USA) church of membership: _____

City & State: _____

Church PIN# _____

Other Denominations

For ministers of other denominations who have passed all 5 of the PC(USA) standard ordination exams, please provide the name of the denomination of current membership:

Please provide the PC(USA) Presbytery that you are working with in the process of transferring your membership.

Formal Education:

Sept. 1976 – May 1979; Louisville Presbyterian Theological Seminary; M.Div

Sept. 1975 – May 1976; University of Louisville; B.A.

Sept. 1970 – May 1975; University of Oklahoma

Continuing Education:

September 2011 – Overcoming Invisibility Seminar, Tom Ehrich

February 2010 – Evangelism and Ministry Seminar, Eric Hoey & Ray Jones

November 2009 – Ministry Based Outreach, Chip Arn

April 2006 -- Conflict Prevention and Resolution; Austin Seminary

Jan. 2001 – Jan. 2002; Clarity in Ministry, Counseling Center of the Southwest,

New Covenant Presbytery

Oct. 1998 -- Alban Institute, Medium-Size Church Management

Personal Information Form

Part 2 – Detail Information

Positions you would consider

(Check only those positions with which you want this PIF matched. If you already have some experience for the position(s), check the “Y” column; if you do not have experience in that position(s), check the “N” column.)

Experience		Position Type	Experience		Position Type
Y	N		Y	N	
<input type="checkbox"/>	<input type="checkbox"/>	Associate Pastor (Christian Education)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Interim Pastor
<input type="checkbox"/>	<input type="checkbox"/>	Associate Pastor (Youth)	<input type="checkbox"/>	<input type="checkbox"/>	Mission Pastor
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Associate Pastor (Other)	<input type="checkbox"/>	<input type="checkbox"/>	Church Educator (Non-Ordained)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pastor (Solo)	<input type="checkbox"/>	<input type="checkbox"/>	Campus Minister
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pastor (Head of Staff)	<input type="checkbox"/>	<input type="checkbox"/>	Chaplain
<input type="checkbox"/>	<input type="checkbox"/>	Pastor (New Church Development)	<input type="checkbox"/>	<input type="checkbox"/>	Administrator
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Pastor (Redevelopment)	<input type="checkbox"/>	<input type="checkbox"/>	Church Administrator
<input type="checkbox"/>	<input type="checkbox"/>	Pastor (TentMaker/Part-time)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Executive
<input type="checkbox"/>	<input type="checkbox"/>	Pastor (Yoked/Multiple)	<input type="checkbox"/>	<input type="checkbox"/>	General Assembly Staff
<input type="checkbox"/>	<input type="checkbox"/>	Co-Pastor	<input type="checkbox"/>	<input type="checkbox"/>	Presbytery Staff
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Designated Pastor	<input type="checkbox"/>	<input type="checkbox"/>	Synod Staff
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Interim Ministry (Governing Body)	<input type="checkbox"/>	<input type="checkbox"/>	Youth Director (Non-ordained)
			<input type="checkbox"/>	<input type="checkbox"/>	Other

Employment type:

- Full Time
 Part Time
 Open to Either

Community types you would consider:

- Rural Village Town Small City Suburban
 Urban Inner City College Recreation Retirement
 N/A

Church sizes you prefer:

- Under 100 members 101-250 members 251-400 members
 401-650 members 651-1000 members 1001-1500 members
 More than 1500 members N/A

Geographic Choices:

Suggest my name anywhere in the USA

--OR--

Only suggest my name in the specified areas **checked** below:

- | | | |
|---|--|---|
| <input type="checkbox"/> Alabama | <input type="checkbox"/> Alaska | <input type="checkbox"/> Arizona |
| <input type="checkbox"/> Arkansas | <input type="checkbox"/> California | <input type="checkbox"/> Colorado |
| <input type="checkbox"/> Connecticut | <input type="checkbox"/> Delaware | <input type="checkbox"/> District of Columbia |
| <input type="checkbox"/> Florida | <input type="checkbox"/> Georgia | <input type="checkbox"/> Hawaii |
| <input type="checkbox"/> Idaho | <input type="checkbox"/> Illinois | <input type="checkbox"/> Indiana |
| <input type="checkbox"/> Iowa | <input type="checkbox"/> Kansas | <input type="checkbox"/> Kentucky |
| <input type="checkbox"/> Louisiana | <input type="checkbox"/> Maine | <input type="checkbox"/> Maryland |
| <input type="checkbox"/> Massachusetts | <input type="checkbox"/> Michigan | <input type="checkbox"/> Minnesota |
| <input type="checkbox"/> Mississippi | <input type="checkbox"/> Missouri | <input type="checkbox"/> Montana |
| <input type="checkbox"/> Nebraska | <input type="checkbox"/> Nevada | <input type="checkbox"/> New Hampshire |
| <input type="checkbox"/> New Jersey | <input type="checkbox"/> New Mexico | <input type="checkbox"/> New York |
| <input type="checkbox"/> North Carolina | <input type="checkbox"/> North Dakota | <input type="checkbox"/> Ohio |
| <input type="checkbox"/> Oklahoma | <input type="checkbox"/> Oregon | <input type="checkbox"/> Pennsylvania |
| <input type="checkbox"/> Puerto Rico | <input type="checkbox"/> Rhode Island | <input type="checkbox"/> South Carolina |
| <input type="checkbox"/> South Dakota | <input type="checkbox"/> Tennessee | <input checked="" type="checkbox"/> Texas |
| <input type="checkbox"/> Utah | <input type="checkbox"/> Vermont | <input type="checkbox"/> Virginia |
| <input type="checkbox"/> Washington | <input type="checkbox"/> West Virginia | <input type="checkbox"/> Wisconsin |
| <input type="checkbox"/> Wyoming | | |

Primary Skill Choices:

(Select up to ten skills in which you have experience or training that you would like to use in your next position.) (A list of skill definitions is included for your information.)

- | | |
|--|---|
| <input type="checkbox"/> Administration of Programs | <input checked="" type="checkbox"/> Administrative Leadership |
| <input type="checkbox"/> Adult Ministry | <input type="checkbox"/> Budget Preparation |
| <input type="checkbox"/> Building Renovation/Property Development | <input type="checkbox"/> Children's Ministry |
| <input type="checkbox"/> Communication (Written/Oral) | <input type="checkbox"/> Community Ministries |
| <input type="checkbox"/> Community Service and Leadership | <input checked="" type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Congregational Communication | <input type="checkbox"/> Congregational Fellowship |
| <input checked="" type="checkbox"/> Congregational Home Visitation | <input checked="" type="checkbox"/> Congregational Redevelopment/Revitalization |
| <input checked="" type="checkbox"/> Corporate Worship/Sacraments | <input type="checkbox"/> Counseling |
| <input type="checkbox"/> Cross Cultural Collaboration | <input type="checkbox"/> Curriculum Building |
| <input checked="" type="checkbox"/> Defining Program Needs | <input type="checkbox"/> Development of New Educational Experiences |
| <input type="checkbox"/> Ecumenical and Interfaith Activities | <input checked="" type="checkbox"/> Evaluation of Program and Staff |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Facility Management |
| <input type="checkbox"/> Family Ministry | <input type="checkbox"/> Financial Management |
| <input type="checkbox"/> Fund Raising | <input type="checkbox"/> Governing Body Ministry |
| <input type="checkbox"/> Group Facilitation/Dynamics | <input type="checkbox"/> Hospital and Emergency Visitation |
| <input type="checkbox"/> Information Technology | <input type="checkbox"/> Involvement in Mission Beyond Local Church |
| <input checked="" type="checkbox"/> Leadership Development | <input type="checkbox"/> Leadership of Staff/Volunteers |
| <input type="checkbox"/> Management of Building Usage | <input type="checkbox"/> Management of Equipment Resources |
| <input type="checkbox"/> Mediation Skills | <input type="checkbox"/> New Church Development |
| <input type="checkbox"/> Office Management | <input type="checkbox"/> Older Adult Ministry |
| <input type="checkbox"/> Organizational Development | <input checked="" type="checkbox"/> Organizational Leadership and Development |
| <input type="checkbox"/> Organizational System Development | <input type="checkbox"/> Pastoral Care |
| <input checked="" type="checkbox"/> Preaching | <input checked="" type="checkbox"/> Problem Solving/Decision Making |
| <input type="checkbox"/> Project Development | <input type="checkbox"/> Public Relations |

Continued

- Rural Ministry
- Spiritual Development
- Stewardship and Commitment Program
- Teaching
- Transitional/Interim Ministry
- Youth Ministry

- Small Membership Church Ministry
- Staffing
- Strategic Planning
- Training Volunteers
- Urban Ministry

Training/Certification:

Interim Ministry Training:

Week 1 (Introductory) by (select one) PC (USA) Interim Ministry Network
at _____(City/State) in _____(year)

Week 2 (Advanced) by (select one) PC (USA) Interim Ministry Network
at _____(City/State) in _____(year)

- Certified Christian Educator
- Certified Associate Educator

Work experience you have: (Please select only one)

- First Ordained Call
- 4 to 6 years
- 0 to 2 years
- 6 to 8 years
- 2 to 4 years
- 8 years or more

Languages in which you are fluent:

- English
- Mandarin Chinese
- Taiwanese
- Spanish
- Japanese
- Other
- Korean
- Cantonese

Are you filing as a clergy couple? Yes No

If yes, please enter spouse's name and PIF-ID# _____

Minimum cash salary you would consider: \$ 65,000 _____/Year
(Do not include housing or other allowances in this figure)

Are you a member of the Board of Pension's pension/medical plan?

Yes No

Are you willing to serve in a church or institution composed mainly of persons of another race/ethnicity other than your own?

Yes No

Please list your work experience: (Please include position title, city, state, church size, community type, and dates from/to or number of years.

Sept. 2002 – Present; Timber Ridge Presbyterian Church, The Woodlands, TX.
Stated Supply, Head of Staff; Membership 135; Suburban 85,000

Aug. 2000 – July 2002: First Presbyterian Church, Pasadena, TX.;
Interim, Head of Staff; Membership 500; Urban 200,000

Aug. 1992 – June 200; First Presbyterian Church, Huntsville, TX.;
Pastor, Head of Staff; Membership 350; Small Town, 35,000

Sept. 1986 – July 1992; First Presbyterian Church, Alice, TX.;
Pastor, Head of Staff, Membership 200; small town, 21,000

June 1979 – July 1986; Trinity Presbyterian Church, Perryton, TX.;
Solo Pastor; Membership 110; Rural Town, 7,500

Please list your other services to the Church or denomination for the past 10 years:

January 2012 – present; Moderator, Commissioned Ruling Elder Committee,
New Covenant Presbytery

January 2009 – 2010; Moderators Council, New Covenant Presbytery

March 2008 – 2011; Vice Chair, Committee On Ministry/Commissioned Lay Pastor Committee,
New Covenant Presbytery

May 2005 – May 2007; Chair, Budget Committee, New Covenant Presbytery

May 2005 – Present; Administrative Division Steering Committee,
New Covenant Presbytery

June 2001; Commissioner for New Covenant Presbytery to
The 213th General Assembly

1998 – 2001; Chair, Budget Committee, New Covenant Presbytery

1998 – 2000; Administrative Division Steering Committee,
New Covenant Presbytery

1996 – 1997; Member, General Council, New Covenant Presbytery

For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation).

Please describe the characteristics of the church or organization you would like to serve, and the unique gifts, skills and experiences you would bring to the position:

We have the greatest theology in the world: “God was in Christ reconciling the world to himself,” as Paul tells the Corinthians. God is reconciling all creation, and He is reconciling us along with it. This is the essence of Evangelism, bringing the world back to God, and God, in His grace, invites us to take part in this work with Him.

I have come to realize that the world is hungry for the Word of God. For a long time it could truthfully be said that the world was hungry and did not know it. However, now the hunger is being realized. The challenge for the Church is how to fill that hunger -- how to present the Gospel in a palatable way to a world with opinionated tastes.

I would like to serve with a congregation who wants to take Christ of the Gospels out into the world every day in their individual living, speaking, and acting. I would like to serve a congregation who is hungry to learn more about Christ, to see Him better, and to love Him more. I would like to serve with a covenant group of people who are committed being “as Christ to one another.”

To help a congregation be as Christ, I am prepared to teach, preach, and lead in every way I know, or God gives me to learn, “until we all attain to the unity of the faith and of the knowledge of the Son of God...to the measure of the stature of the fullness of Christ.”

Please describe your present call and accomplishments:

Presbytery asked that I take on the challenge of Timber Ridge Presbyterian Church, a highly fractured, confused, and disheartened congregation. By God’s grace much has been accomplished toward bringing them to be a joyful, peace-filled, and vibrant family of faith.

I began my work by setting four goals: 1) the restoration of peace and unity among the members; 2) the establishment of order; 3) growth in faith and numbers; and 4) financial stability.

The restoration of peace and unity was accomplished in the first year. I prayed for and with them constantly – a practice which we still continue. Through example and interaction with the members, I restored a sense of trust in the minister. Through public prayers, sermons, and meetings, I established respect for each other as persons and for their ideas. “We agree to disagree” has been a philosophy taught and practiced.

A sense of order was established through the removal of the Session and the installation of a Presbytery Commission to lead the congregation. During this time I was able to

teach the members about who we are as Presbyterians and how we live out our faith in the way we conduct our business. I was able to take this time to train new leadership, and I was filled with a great sense of reward when a new Session was ordained and installed 14 months later.

Growth has been healthy at Timber Ridge, but it has proven to be difficult. We have received 84 new members during my tenure. In a day when our denomination quotes declining figures, this growth is a source of joy, but it is tempered by the fact that almost as many have left due to job change, retirement, and family dynamics. This growth came with a fascinating aside. One of our new initiatives recently adopted is the building of disciples for Christ rather than “getting members” for the congregation’s survival. Timber Ridge is now learning how to be true to the Great Commission rather than focusing on the numerical growth of a denomination.

This brings me to the fourth goal – financial stability. Through sermons, congregational meetings (which I named Wee Kirk meetings to maintain a sense of our heritage), articles in the newsletter, teaching opportunities, conversations, and our “Living the Parable of the Talents” initiative – all focusing on the expectation and requirement that we support the church equally through time, talents, and also with money – the congregation has now achieved a level of financial stability. We have moved from a position of losing \$10,000 per month in September of 2002 a present position of maintaining a healthy, ongoing balance in the bank. At present, though our average pledge is among the highest in the Presbytery and denomination, alone they are not enough to stabilize our expenses. For that we have reworked our Preschool to where it now turns over a \$40,000 profit to the congregation per annum.

Current work with the Session and the Congregation are in the areas of “permission giving” and “encouragement.” I believe that the Church in the 21st Century is not going to be able to continue “doing ministry” and carrying out the work of the church in a style which has served well in the past. At Timber Ridge, Session members no longer chair committees, serving instead in the role of liaison between the Committee and the Session. The next step being worked on is to allow committees and teams to work, dream, explore, and act without Session’s direct involvement. The Session is learning to set the Vision and Mission for the Congregation, resource the people, lead the people spiritually through prayer, but not manage and direct. Plans for implementation of ideas are left with those to whom God speaks. The result of this style is more ownership and enthusiasm among the Saints.

Please describe your leadership style:

My leadership style has been described as a “compassionate father.” My role is to ensure that resources are available, training is given, and the goals and visions of the congregation are in line with our theology and tradition. I strive to keep the Session working within the understanding of Presbyterianism, and I help committees and leadership teams to carry out the Mission as set forth by the Session within the context of the congregation’s visions.

Currently, much of my work with Timber Ridge has been in the areas of Transformational Ministry, the Missional Church, and the Emerging Church. Together

we are learning that the Session, through prayer and study, can set the direction and Mission of the congregation; then it has to learn to trust and get out of the way.

This can be a very difficult concept for many Presbyterians, including myself; but I believe that in our 21st century this is the correct direction for the church to move if she is going to continue growing and prospering. Personally, I find myself more and more teaching, “resourcing,” encouraging, and then getting out of the way. Ministry may not be getting done the way I would do it, but I have to trust that it is the way God would have that person do it. The former PCUS moderator, Albert Curry Winn, had a favorite saying, “I must hurry for there they go and I am their leader.” Sometimes a congregation comes closest to fulfilling her calling when I get out of their way and simply allow myself to be swept along.

What are the key theological issues currently facing the church and society, and how do they shape your ministry?

Evangelism is one of the greatest issues facing the church today. For generations the Presbyterian Church has done very well with the old “if you build it they will come” model. We were able to erect a church, staff it well, fund good program, and “the people” would come. However, this is no longer the world in which we live and the Church needs to relearn evangelism in light of 21st century perspectives.

The world around us knows that it is hungry, something is missing – a longing for home which cannot be identified. That longing is for God, the source of our joy, our strength, our life, and fullness. God is sending the Church into the world to help restore and to bring back into the fullness which God intends for it to be. The trick for us, is learning how to communicate that message in ways that will be responded to.

Transformational Ministry, the Missional Church Movement, and the Emerging Church, are all ways to help the church learn who society is that surrounds us and how best to interact in ways that teach the grace of the Gospel. Our old Book of Order says that “the church is called to undertake this mission, even at the risk of losing her life.” For me, this is a truly fascinating task.

Another key issue for us is The Lordship of Jesus Christ. Every believer who makes a public profession of faith is asked “do you look to Christ alone for your salvation.” However, in our contemporary multi-cultural society, it is becoming increasingly difficult for the Christian to stand up and affirm that Jesus Christ alone is the salvation of the world. Increasingly, I see the church more concerned with being offensive than being true. But again, I believe that the answer lies in how we approach evangelism – the manner in which we engage and interact with the world around us.

Please enter up to six references here:

- | <u>Name</u> | <u>Relation to you</u> | <u>Phone</u> | <u>Address</u> | <u>E-Mail</u> |
|------------------------|--------------------------------|---------------|---|--|
| 1. Mrs Ine Webb; | Elder; | Timber Ridge; | 281-367-1635 | |
| | | | 27 Manorcliff Place, The Woodlands, TX 77382; | omiomi@att.net |
| 2. Dr. Richard Young; | Colleague; | 817-915-7744 | | |
| | | | 118 Monticello Dr., Mansfield, TX. 76063; | rick.young@tpf.org |
| 3. Dr. Ronald Johnson; | Clerk of Session; | 936-295-2947 | | |
| | | | 372 Elkins Lake, Huntsville, TX. 77340-7302; | ret_rdj@shsu.edu |
| 4. Ms. Tanya Sims; | Elder, current Council member, | Timber Ridge; | 713-298-4695 | |
| | | | 18406 Bent Elm Dr., Spring, Tx 77388; | Tsims@klein.net |
| 5. Ms. Angie Freeman; | Elder, current Council member; | 936-499-9502 | | |
| | | | 34 Lush Meadow Pl. The Woodlands, TX, 77381; | angieol@aol.com |

____ I hereby authorize those inquiring into my suitability to contact my references.

Signature _____ **Print Name** _____ **Date** _____

Rev. 3/2012

Note: I will be happy to supply more references upon request.

Sexual Misconduct Self Certification

The following information related to sexual misconduct was mandated by the Sexual Misconduct Policy and Its Procedures adopted by the 203rd General Assembly(1991), and was revised by the 205th General Assembly(1993).

Please check one of the following:

X I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.

 I am unable to make the above certification. I offer, instead, the following description of the complaint, termination, or the outcome of the situation with explanatory comments.

The information contained in my Personal Information Form on file with Call Referral Services is accurate to the best of my knowledge and may be verified by the calling and employing entity. I hereby authorize the entity to which my Personal Information Form is being sent to inquire concerning any civil or criminal records, or any judicial or proceeding involving me as a defendant, related to sexual misconduct. By means of this release I also authorize any previous employer, and any law enforcement agencies or judicial authorities or ecclesiastical governing bodies to release any and all requested relevant information related to sexual misconduct to the entity to which my Personal Information Form is being sent.

X I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.

Signature _____ Print Name _____ Date _____

- * **Sustained**
 - In a criminal court, "sustained" means that there has been a guilty plea, a guilty verdict or a plea bargain.
 - In a civil court, "sustained" means that there has been a judgement against the defendant.
 - In an ecclesiastical case, "sustained" means that there has been a guilty plea and censure imposed, or finding of guilty with censure imposed, **or an Alternative Form of Resolution Agreement approved by a permanent judicial commission in the Presbyterian Church (USA) or an equivalent body of another church.**
- * **Pending**
 - In a criminal court, "pending" means a criminal charge before a grand jury, in the process of being prosecuted, or in a case which there is not yet a verdict.
 - In a civil court, "pending" means a case in which there has not been a decision or judgement,
 - In an ecclesiastical case, "pending" means an **investigating committee is inquiring into an allegation or charges have been filed but have not been decided by a permanent judicial commission; or an allegation or charges are in an equivalent state or process in a church other than the PC (USA).**

(The following is taken from definitions in the General Assembly Sexual Misconduct Policy and its Procedures, Pg.13)

"Sexual Misconduct is the comprehensive term used in this policy and its procedures to include: 1) Child sexual abuse, as defined above [refers to Policy]; 2) Sexual harassment, as defined above [refers to Policy]; 3) Rape or sexual contact by force, threat, or intimidation; 4) Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) that is injurious to the physical or emotional

health of another; 5) Sexual Malfeasance defined as sexual conduct within a ministerial (e.g. clergy with a member of the congregation) or professional relationship (e.g. counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a layperson, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, request for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, social, intimate, or marital relationships; 6) Sexual Abuse as found in Book of Order D-10.0401b (see Accuser/Victim)

Rev. 3/2004